



INDIAN LABOUR YEAR BOOK 1957

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THE ELEVENTH YEAR OF ISSUE

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PREFACE

The Indian Labour Year Book, as a standard work of reference, requires no introduction. With the publication of the present issue it completes 11 years of service to readers who look to a single volume containing all the relevant information relating to labour problems.

The period reviewed in the present volume covers the second year of the Second Five Year Plan. In view of a great emphasis on industrialisation, there is the need for smooth working of industrial processes. An increasingly greater production can be ensured only with the active co-operation from labour as well as other factors of production. It is in this context that the Plan emphasises the need for workers' education and their association with the managements in the running of industrial concerns. With a view to fostering discipline on the part of workers, a Code of Discipline in Industry has been evolved which enjoins upon both parties to adhere to certain norms of behaviour. Sanctions have been provided for any cases of deviation. These steps are likely to pave the way for harmonious working of the production processes and more lasting industrial peace.

Hitherto, the period covered by the Indian Labour Year Book was a composite year, i.e., from October to September, which created some difficulties in the collection and compilation of the data. Almost all Annual Reports on the working of various Acts, except the Indian Trade Unions Act, 1926, generally cover a calendar year. In order, therefore, to achieve uniformity in the period of coverage, and to fall in line with the practice prevalent for similar publications in other countries, it has been decided to change the period of the Year Book to a calendar year. Consequently, the present volume covers a period of 15 months from October, 1956 to December, 1957. Subsequently, each issue will cover a calendar year. In view of the change in the period covered, the title of this volume has also been changed to 'Indian Labour Year Book, 1957. It is hoped that this would be more convenient to the State Governments and other agencies in the compilation of data. It is also expected that the latest data incorporated in the Year Book on the basis of a calendar year would present more up-to-date information than was hitherto possible.

It has been our aim, as in the past, to present factual information in as complete and accurate a manner as is possible for an organisation which depends to a large extent on State Governments and other agencies for the supply of requisite information. As far as possible, impressions and opinions have been avoided and an attempt has been made to present the data in an objective manner.

The scheme of presentation followed in the case of the previous volume has been followed. Up-to-date developments discussed in the Chapter on "Summary of Important Events" have, as usual, been taken into consideration irrespective of the period reviewed in the Year Book.

I am indebted to the State Governments, various Ministries and Offices of the Central Government, Employers' and Workers' Organisations, and other non-Governmental agencies for furnishing the material for the publication of this volume. It is unfortunate that it has not been possible to incorporate data in respect of Jammu and Kashmir and Himachal Pradesh as no information was furnished by them in time. It is hoped that it will be possible to give complete coverage in the next issue. My thanks are, in no small measure, due to the Officers and Staff of the Labour Bureau for indefatigable efforts in the preparation of this volume.

LABOUR BUREAU,
Simla, the 12th January, 1959.

A. M. LORENZO
Director

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CHAPTER I

EMPLOYMENT

There is no problem so fundamental to economic development as the problem of employment. It is important from a subjective as well as an objective view point. So long as the satisfaction of human needs is the prime objective of all economic activity, the prevalence of unemployment and under-employment will stand as an index to economic distress and primary poverty. Hence the larger the opportunities of employment, the greater is the scope for the people to increase their prosperity. Moreover, greater opportunities of employment will also augment the production of goods and services, and thereby national welfare. From the objective point of view the structure of employment, or the manner in which man-power resources are utilized for economic development, is also of considerable importance. In an under-developed or undeveloped economy particularly, statistics relating to employment structure are indispensable not only for long range planning but also for the immediate formulation of economic policy and implementation of economic programmes.

In India, an era of planned economic development was ushered in for the first time in 1951 with the launching of the First Five Year Plan. The Plan concentrated more on the development of rural economy, and the various plans of agricultural development and large-scale construction projects relieved to some extent the prevailing under-employment in rural areas. The overall employment situation, however, showed some uneasy trends towards the middle of the First Plan period. During 1953-54, therefore, the plan had to be strengthened by the inclusion of some labour intensive schemes. Again, in 1956, the Second Five Year Plan was launched with the target of providing employment to about 10 million people. Nevertheless, the employment situation in urban areas deteriorated as is evident from the statistics maintained by the Employment Exchange Organisation. The number of applicants for jobs on the Live Registers of Employment Exchanges increased from 3.37 lakhs in March, 1951 to 7.59 lakhs in December, 1956 and further increased to 9.22 lakhs in December, 1957. As an indicator of unemployment trends, however, these data suffer from certain limitations which are well-known. The rising unemployment trends, however, were confirmed by a preliminary survey of urban unemployment conducted by the National Sample Survey Organisation towards the end of 1953 which revealed that the number of persons completely unemployed or grossly under-employed in the urban areas was about 5 millions. There has been an increasing realisation that if plans of economic development are to evoke sufficient response they should provide larger opportunities for employment. One of the main objectives of the Second Five Year Plan is the expansion of employment opportunities. The task in the coming years in the field of creation of employment opportunities is threefold. Firstly, there are the existing unemployed in the urban and rural areas to be provided for. Secondly, it is necessary to provide for the natural increase in labour force which is estimated at about 2 million persons a year. Lastly, increased opportunities for work should be made available to the under-employed in agricultural and household occupations in rural and urban areas.

Considering the magnitude of the existing unemployment and new additions to the labour force the goal of full employment can be reached only by a series of planned efforts, extending over a period beyond the Second Five Year Plan. It has been stated in the publication "Appraisal and Prospects of the Second Five Year Plan, May 1958" of the Planning Commission that the Plan has resulted in the creation of about two million job opportunities outside agriculture in the first two years, and about one million of the labour force should find employment opportunities in the course of the current year. It will be recalled that the Plan envisaged additional employment for about 7.9 million outside agriculture and about 1.6 million being absorbed in agriculture itself. With the increase in the costs of various projects it was estimated that the employment potential of an outlay of Rs. 4,800 crores in the public sector, with private sector outlays more or less according to the plan, would come down to about 7 million jobs outside agriculture. The estimate of such employment opportunities corresponding to an outlay of Rs. 4,500 crores in the public sector is 6.5 million. These estimates are very rough, but they indicate that the investment effort in the economy is still not up to the mark for ensuring employment sufficient to absorb the annual additions to the labour force. In this context, the importance of proper statistics of employment in the various sectors of economic activity cannot be over-emphasised. However, such statistics for the current period are at present available only in respect of certain organised sectors of industries. These will be discussed in the following paragraphs.

1. Employment

FACTORIES

Information relating to average daily employment in registered factories is collected by the State Chief Inspectors of Factories on a half yearly and annual basis under the statutory provisions of the Factories Act, 1948. The statistics are consolidated for the whole State by the Chief Inspector of Factories and are furnished to the Labour Bureau. The latter, in turn, compiles all-States statistics. The arrangement for collection of data relating to employment, etc., under the provisions of the Factories Act has generally been placed on a regular basis, in the areas which formed the erstwhile Part A States, Ajmer, Coorg, Delhi and Andaman and Nicobar Islands. In the other areas, the Act has been enforced at comparatively later dates. Though, returns under the Factories Act are being received from these States also, the data supplied are not yet generally complete and hence for these States the figures of employment that are published by the Labour Bureau are culled out from the 'List of Factories' returns which give information on employment by individual registered factories.

The figures of average daily employment during a year reported by each factory, are derived by dividing the total attendance during the year by the total number of days worked. Such figures for all the factories belonging to an industry or State are added up to obtain the total average daily employment for an industry or State. The figures relate to "workers", as defined in the Factories Act, i.e. "a person employed, directly or through any agency, whether for wages or not, in any manufacturing process, or in cleaning any part of the machinery

or premises used for a manufacturing process, or in any other kind of work incidental to, or connected with, the manufacturing process, or the subject of the manufacturing process". This definition may cover some categories of clerical and supervisory staff also apart from manual workers.

The data relating to employment in factories presented in this section are for the year 1956 and they relate to reorganised States. Because of the change in geographical coverage due to reorganisation of States, the figures for 1956 for individual States and industries are not strictly comparable with those for earlier years in most cases. Further, figures of estimated average daily employment in non-responding factories have been included in the statistics for the first time in this issue of the Year Book. These estimated figures are furnished by the Chief Inspectors of Factories on the basis of the following sources in order of preference:—

- (i) recent factory inspection report,
- (ii) last year's employment data and
- (iii) employment data given in Form No. 2 for the application for registration and grant of renewal of licenses.

In view of these changes in the scope and coverage of the statistics for the year 1956, no attempt has generally been made to trace time-trends.

Table Nos. I and II on pp. 4—6 show by States the number of factories and employment therein (including estimated employment in factories not submitting returns wherever available) in 1956. Figures in respect of Andhra, Assam, Bihar, Bombay, Madhya Pradesh, Madras, Orissa, Punjab, Uttar Pradesh, West Bengal, Delhi and Andaman and Nicobar Islands are given separately for the three sections, viz., Section 2m(i) factories employing at least ten workers and using power, Section 2m(ii) factories employing at least 20 workers and not using power and Section 85 factories covered by special notification under the Act, in Table I. Similar break-up of figures of employment by various Sections are not available under the 'List of Factories' returns and as such for the other States, only total figures of employment have been given in Table No. II.

It will be seen that in 1956, the Factories Act covered 37,162 working factories with an estimated average daily employment of 34,01,599. This gives an estimated average size of 93 workers per factory. The number of working factories covered by the Act was highest in Bombay (10,115) followed by Madras (4,808), Bihar (4,359), Andhra (3,765) and West Bengal (3,193) in order. The estimated employment was also highest in Bombay (10,51,878) followed by West Bengal (6,82,297), Madras (3,07,665) and Uttar Pradesh (2,73,537) in order. The average size per factory was highest in West Bengal (213.4) followed by Uttar Pradesh (140.9), Jammu and Kashmir (136.2), Rajasthan (118.3), and Kerala (117.7), ignoring Andaman and Nicobar Islands, where the number of factories was small. Mysore wherefrom information on employment was not available about 50 per cent. of the total number of working f

TABLE NO. I
NUMBER OF FACTORIES WORKING AND SUBMITTING RETURNS AND AVERAGE DAILY EMPLOYMENT BY STATES IN 1956.

TABLE NO. 1

1950.

BY STATES IN 1950.

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TABLE NO. I—contd.

SECTION 85											
TOTAL											
State	(1)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
		Number of working factories	Number of factories submitting returns	Average daily employment in factories submitting returns	Estimated average daily employment in factories not submitting returns	Estimated average daily employment in working factories	Number of working factories	Number of factories submitting returns	Average daily employment in factories submitting returns	Estimated daily employment in factories not submitting returns	Estimated average daily employment in working factories
Andhra	..	575	344	3,846	1,861	5,707	3,765	2,683	1,66,876	37,463	2,04,330
Assam	..	19	14	89	35	124	1,037	923	71,248	3,450	74,698
Bihar	..	2,849	2,738	8,294	328	8,622	4,359	4,225	1,75,472	1,368	1,76,840
Bombay	..	541	292	3,421	2,277	5,698	10,115	8,233	9,98,251	53,627	10,51,878
Madhya Pradesh	..	3	..	..	14	14	1,811	641	97,848	70,328	1,68,176
Madras	..	818	629	4,882	1,187	6,069	4,808	4,446	2,99,719	7,946	3,07,665
Orissa	..	2	..	..	9	9	322	274	21,550	1,058	22,614
Punjab	..	37	20	186	123	309	2,165	1,829	82,845	8,238	91,083
Uttar Pradesh	..	61	18	171	259	430	1,942	1,763	2,67,663	5,874	2,73,537
West Bengal	..	1	..	..	11	11	3,193	2,801	6,53,272	29,025	6,82,297
Delhi	757	626	47,559	3,516	51,075
Andaman & Nicobar Islands	6	6	3,835	..	3,835
Total	..	4,906	4,055	20,880	6,104	26,993	34,280	28,448	28,86,144	2,21,893	31,08,037

TABLE NO. II
NUMBER OF WORKING FACTORIES AND AVERAGE DAILY EMPLOYMENT FOR
OTHER STATES 1956

State (1)	No. of working factories (2)	Average daily employment (3)
Himachal Pradesh	13	1,054
Jammu and Kashmir	40	5,176 (2)
Kerala	1,406	1,65,196 (2)
Manipur	49	298
Mysore	935	75,105 (418)
Rajasthan	386	44,832 (7)
Tripura	53	1,901
Total	2,882	2,93,562 (459)

N.B.—Figures in brackets show the number of factories for which information on employment is not available.

It will be seen from Table I that the bulk of the units and employment, as usual, was in Section 2m(i) factories. A small and nearly equal proportions of the number of units covered was in Sections 2m(ii) and 85. Employment in factories covered by Section 85 was almost negligible being 0.9 per cent. of the total for the States for which Section-wise break-up of the figures is available. In view of these sharp differences, the figures of employment, etc., are considered below separately for the three Sections. The comments relate to the States included in Table I.

Section 2m(i) Factories—The total number of working factories and estimated employment therein under this Section was 24,617 and 23,09,485 respectively which formed 71.8 and 90.4 per cent. of the totals for all the three Sections of factories. Bombay, West Bengal, Madras and Andhra accounted for the majority of the working factories and employment in this category.

Section 2m(ii) Factories—This type of factories was of much less significance both in their number as well as employment as compared to Section 2m(i) factories. Their number and employment constituted only 13.9 and 8.7 per cent. of the respective totals for all factories. The largest number of working factories in this Section was in Bombay, followed by Madras, Andhra and Bihar. Employments in Bombay and Andhra was almost equal and together constituted more than half of the total employment in this Section.

Section 85 Factories—The State of Bihar claimed 2,849 working factories in this Section out of the total of 4,906, i.e., about 58.1 per cent. Most of these units in Bihar were in the industry groups of Flour Mills, Rice Mills and Manufacture of Edible Oils (other than

Hydrogenated). Other States with a sizeable number of such factories were Madras, Andhra and Bombay. Even though Bihar accounted for 58.1 per cent. of the total working factories, the percentage of total employment accounted for by this State was only 31.9.

Table No. III on the next page shows the number of working factories and estimated employment therein according to broad groups of industries covering all the States and Sections of factories appearing in Tables I and II. A complete break-up of employment and number of working factories by individual industries and States is given in the Statistical Appendix of the Year Book.

It will be seen that the industry group Textiles alone accounted for an employment of 12,39,067 out of the total of 34,01,599, i.e., 36.4 per cent. of the total. Other industry groups accounting for considerable employments were Food (except Beverages), Transport Equipment, Tobacco, Gins and Presses, Miscellaneous Industries, Non-Metallic Mineral Products (except Products of Petroleum and Coal), Machinery (except Electrical Machinery), Basic Metal Industries and Chemicals and Chemical Products. These industry groups accounted for 14.0, 8.4, 5.3, 4.5, 4.1, 4.1, 4.0, 3.3 and 3.1 per cent. respectively of the total employment. The average size per factory was highest in Textile (295.4) followed by Transport Equipment (204.8), Paper and Paper Products (187.3), Basic Metal Industries (150.8), Rubber and Rubber Products (136.1) and Electrical Machinery, Apparatus Appliances and Supplies (130.4).

MINES

Under the statutory provisions of the Mines Act, the Chief Inspector of Mines collects information regarding the number of persons employed in and about mines and quarries covering wage earners, salaried employees, foremen and apprentices. The relevant statistics covering the whole of Indian Union excluding Jammu and Kashmir, where the Mines Act is not in force, are published in his annual report on the working of the Mines Act. Important data for the year 1955 and 1956 are presented in Table No. IV. on page 9. More detailed statistics for 1956 are given in the Statistical Appendix. In 1955, the coverage of the statistics slightly increased, as by a Notification of March, 1955, a few of the hitherto exempted stone, limestone and sand excavations were brought under the purview of the Act.

It will be seen that in 1956, Coal Mines accounted for 56.1 per cent. of the total employment in Mines, followed by Manganese Mines with about 17.5 per cent. The employment of women workers was limited to 'open working' and 'surface' only and they constituted 20.0 per cent. of the total employment. The percentage of women workers was highest in Manganese Mines being 40.3 per cent. of the total employment in these mines. 'Underground', 'open working' and 'surface' workers formed 36.5, 33.8 and 29.7 per cent. respectively of the total employment. As compared to 1955, total employment increased by 6.4 per cent. in 1956. Employment of women workers was also higher by 7.8 per cent. Both the increases in total employment and employment of women workers were mainly accounted for by Manganese Mines.

TABLE NO. III

NUMBER OF WORKING FACTORIES AND ESTIMATED AVERAGE DAILY EMPLOYMENT THEREIN BY INDUSTRIES—(1956)

Code No.	Industry	No. of working factories	Estimated average daily employment therein
(1)	(2)	(3)	(4)
01	Processes Allied to Agriculture (Gins and Presses) ..	2,415	1,51,948 (25)
20	Food (except Beverages)	10,979	4,75,548 (83)
21	Beverages	157	6,936
22	Tobacco	2,467	1,81,064 (47)
23	Textiles	4,329	12,39,067 (132)
24	Footwear, other Wearing Apparel and Made-up Textile Goods	238	17,082 (6)
25	Wood and Cork (except Furniture)	1,243	40,227 (26)
26	Furniture and Fixtures	230	11,214 (7)
27	Paper and Paper Products	166	31,087
28	Printing, Publishing and Allied Industries ..	2,375	88,933 (25)
29	Leather and Leather Products (except Foot-Wear)	485	21,443 (1)
30	Rubber and Rubber Products	218	29,678
31	Chemicals and Chemical Products	1,195	1,04,089 (30)
32	Products of Petroleum and Coal	156	16,646 (1)
33	Non-metallic Mineral Products (except Products of Petroleum and Coal)	1,393	1,37,785 (15)
34	Basic Metal Industries	761	1,12,820 (3)
35	Metal Products (except Machinery and Transport Equipment)	1,751	77,726 (6)
36	Machinery (except Electrical Machinery) ..	2,155	1,34,344 (20)
37	Electrical Machinery, Apparatus, Appliances and Supplies	326	41,869 (5)
38	Transport Equipment	1,406	2,85,882 (15)
39	Miscellaneous Industries	1,390	1,39,522 (2)
51	Electricity, Gas and Steam	552	33,784 (3)
52	Water and Sanitary Services	165	5,720 (5)
83	Recreation Services (Cinema Studios)	56	4,436
84	Personal Services (Laundries, Dyeing and Cleaning)	564	12,749 (2)
	TOTAL	37,162	34,01,599 (459)

N. B.—Figures in brackets under Col. 4 show the number of factories for which information on employment is not available.

TABLE NO. IV
EMPLOYMENT IN MINES—1955 AND 1956

Kind of mine (1)	1955				1956					
	Under ground (2)	Open workings		Total (7)	Under ground (8)	Open working		Surface		Total (13)
		Men (3)	Women (4)			Men (9)	Women (10)	Men (11)	Women (12)	
Coal ..	1,87,406	22,705	10,868	3,47,980	1,91,708	24,495	11,355	90,276	34,595	3,52,429
Mica ..	16,925	5,501	809	30,032	18,861	5,970	785	6,459	1,898	33,973
Manganese	1,930	43,473	29,712	89,907	2,037	53,233	37,192	10,367	7,119	1,09,948
Iron Ore ..	..	16,517	8,511	34,218	..	18,403	8,166	8,155	2,577	37,301
Gold ..	11,038	..	..	17,787	11,070	..	..	5,948	872	17,800
Lime-Stone	..	14,696	7,581	27,653	..	16,012	8,869	4,791	1,029	30,701
Others ..	4,657	17,935	7,678	42,599	5,373	20,128	8,069	9,526	3,243	46,339
Total ..	2,21,956	1,20,860	65,282	5,90,776	2,29,049	1,38,241	74,636	1,35,522	51,333	4,28,581

PLANTATIONS

Annual statistics relating to employment in tea, coffee and rubber plantations are compiled and published by the Directorate of Economics and Statistics, Ministry of Food and Agriculture, Government of India in their annual publications entitled "Tea in India", "Coffee in India" and "Rubber in India" respectively. The returns from individual estates are collected through State Government agencies. The figures of average daily employment furnished in these returns are obtained by dividing total attendances during a year by a standard figure of 300 working days. Detailed statistics of average daily number of persons employed in tea, coffee and rubber estates by States are presented in the Statistical Appendix. A summary of the latest available employment figures with those for the previous year is given in Table No. V on the next page.

In coffee and rubber plantations, there was an increase in employment in 1955 as compared to the previous year.

POSTS AND TELEGRAPHS

Figures of employment of non-gazetted staff in different branches of the Posts and Telegraphs Department as on 31st March, 1957, have been obtained from the Director General, Posts and Telegraphs and are presented in the table on page 12.

It will be seen that out of the total employment of 2,87,340, the permanent and temporary staff comprised 1,99,293 and 88,047, i.e., 69.4 and 30.6 per cent. respectively. Post Offices and R.M.S. claimed bulk of the employment, i.e., 81.7 per cent. Compared to the previous year the total employment registered an increase of 1.7 per cent.

RAILWAYS

The annual report of the Railway Board contains statistical data relating to the number of persons employed as on 31st March each year in open line and construction on all Indian Railways and in the office of the Railway Board and other subordinate offices. The employees are grouped into classes I and II (i.e., Gazetted officers and officers of similar rank) and III and IV (other staff). The employment position as on 31st March of 1956 and 1957 are given in Table No. VII on pages 13 and 14.

The total employment recorded an increase from 10,30,745 in 1956 to 10,60,647 in 1957, i.e., by 2.9 per cent. This increase was shared by all Railways except Central Railways which showed slight decrease in employment.

Statistics of women employed in Government Railways, Railway Board and other Railway offices as on 31st March, 1956 and 1957 are presented in the Table No. VIII on page 15.

Women formed 0.8 per cent. of the total number of persons employed in Railways. A large proportion of the women employees were clerks. As compared to 1956, employment of women increased by 114, i.e., by 1.3 per cent.

TABLE NO. V.
EMPLOYMENT IN PLANTATIONS—1954 AND 1955

Kind of plantation (1)	1954			1955		
	Outside labour		Total (5)	Outside labour ~		Total (9)
	Permanent (3)	Temporary (4)		Permanent (7)	Temporary (8)	
	Garden labour (permanent) (2)			Garden labour (permanent) (6)		
Tea ..	8,77,051 (R)	51,572 (R)	9,28,623	8,05,722	53,290	9,32,031
Coffee* ..	96,991 (R)	32,506 (R)	2,02,859	95,680	41,180	2,22,793
Rubber ..	27,221	7,591	48,352	27,459	12,101	57,812
Total ..	10,01,866	91,672	12,14,805	9,28,861	1,06,520	12,12,636

*Figures relate to year ending June of next year.

(R) Revised figures.

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TABLE NO. VI

STATISTICS OF PERMANENT AND TEMPORARY NON-GAZETTED STAFF IN THE
POSTS AND TELEGRAPHS DEPARTMENT AS ON 31ST MARCH, 1957

POSTS AND TELEGRAPHS DEPARTMENT AS ON 31st MARCH

Branches (1)	Number of Persons Employed				Total (6)
	Class III		Class IV		
	Perma- nent (2)	Tempo- rary (3)	Perma- nent (4)	Tempo- rary (5)	
P & T Directorate	277	328	128	130	863
Storage & Workshop ..	1,593	353	631	186	2,763
Audit and Accounts	4,538	2,499	361	218	7,616
Technical and Development Circle-	168	142	42	25	377
Post Offices & R.M.S. ..	1,17,023	37,321	49,283	31,232	2,34,864
P & T Transport Services ..	182	245	73	94	594
Postal Life Insurance ..	234	33	17	17	301
Telegraph Engineering ..	15,865	8,929	1,483	935	27,212
Telephone Districts	4,750	3,046	1,832	1,253	10,881
Calcutta Automatisation Scheme ..	..	27	..	73	100
P & T Forms Stores Calcutta	10	14	35	43	102
A.O.T.R.	548	623	76	116	1,363
P & T Training Centre Saharan- pur	11	24	14	30	79
P & T Training Centre Jabalpur-	54	40	40	37	171
P & T Presses	23	1	..	..	24
Total) ..	1,45,278	53,628	54,015	34,419	2,87,340

TABLE NO. VII
 NUMBER OF STAFF (CLASSES I, II, III AND IV, PERMANENT AND TEMPORARY, OPEN LINE AND CONSTRUCTION)
 EMPLOYED IN EACH RAILWAY AND UNDER THE RAILWAY BOARD AS ON 31ST MARCH, 1956 AND 1957

Railways	Employees under classes I and II		Employees under classes III and IV		Total		Grand total including staff on loan from I.A.&A.S. (or Deputation).
	1956 (2)	1957 (3)	1956 (4)	1957 (5)	1956 (6)	1957 (7)	
(i) Government Railways							
Central	428	491	1,83,974	1,82,283	1,84,402	1,82,774	1,82,774
Eastern	382	441	1,53,001	1,59,697	1,53,383	1,59,539	1,59,539
Northern	450	502	1,51,761	1,58,103	1,52,211	1,58,605	1,58,605
North-Eastern	354	407	1,21,955	1,26,401	1,22,309	1,26,803	1,26,869
Southern	390	450	1,57,996	1,58,102	1,58,392	1,58,552	1,58,553
South-Eastern	318	504	1,09,662	1,15,612	1,09,980	1,16,116	1,16,116

TABLE NO. VII—contd.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
(i) Government Railways—contd.								
Western	415	471	1,30,062	1,36,318	1,30,477	1,36,789	1,30,177	1,36,789
Chitranjan Locomotive Works	40	40	7,253	7,453	7,293	7,499	7,293	7,499
Gondal Bridge Project	34	28	1,606	1,160	1,640	1,188	1,640	1,188
Gondal Coach Factory	33	10	1,630	2,502	1,663	2,542	1,663	2,542
Integrated Electrification Project	11	22	135	412	116	464	116	464
Total	2,861	3,102	10,10,035	10,47,533	10,21,806	10,50,935	10,21,899	10,50,938
(ii) Non Govt. Railways								
	105	113	5,812	6,191	5,917	6,304	5,917	6,304
(iii) Railway Board and other Railway Offices	177	264	2,751	3,140	2,928	3,104	2,929	3,105
Grand Total	3,143	3,779	10,27,598	10,50,804	10,30,741	10,60,643	10,30,745	10,60,647

TABLE NO. VIII

TOTAL NUMBER OF WOMEN EMPLOYEES (PERMANENT AND TEMPORARY, OPEN LINE AND CONSTRUCTION) EMPLOYED ON GOVERNMENT RAILWAYS, RAILWAY BOARD AND OTHER RAILWAY OFFICES, AS ON 31ST MARCH, 1956 AND 1957

Categories of employees (1)	Govt. Railways		Railway Board and other Rly. Offices	
	1956 (2)	1957 (3)	1956 (4)	1957 (5)
Officers (Class I & II)	1	1	..	1
Class III Staff—				
Workshop and Artisan Staff	1	..	..	2
Clerks	1,266	1,570	19	22
Stenographers	73	77	2	2
Nurses	573	539	..	..
Teachers	527	533	..	..
Others	533	620	1	5
Class IV Staff—				
Workshop and Artisan Staff	167	288	..	..
Others	5,547	5,155	1	1
Total ..	8,688	8,792	23	33

NATIONALISED PUBLIC MOTOR TRANSPORT

In order to have a comprehensive picture of labour conditions in public motor transport, a questionnaire was issued by the Bureau in November, 1956 to all the State Governments except Tripura, Andaman and Nicobar Islands and Laccadive, Minicoy and Amindivi Islands. Some of the States did not supply complete information in respect of all the Divisions/Regions in their jurisdiction. For instance, the information received from Mysore State related to 4 out of 5 Divisions. Information shown under Andhra Pradesh related to Hyderabad State only and that shown under Madhya Pradesh to Mahakosha¹

region only. Data relating to employment in respect of the units covered by the enquiry are shown below by States:

TABLE NO. IX

EMPLOYMENT IN PUBLIC MOTOR TRANSPORT (AS ON 1ST OCTOBER, 1956)

State (1)	Employment			Total (5)
	Perma- nent (2)	Tempo- rary (3)	Casual (4)	
1 Andhra Pradesh .. ..	..	..	..	2,768*
2 Assam	443	402	80	925
3 Bihar .. .. .	..	1,746	44	1,790
4 Bombay	5,643	8,553	57	14,253
5 Delhi	486	1,334	293	2,113
6 Himachal Pradesh	185	455	130	770
7 Jammu & Kashmir .. ..	..	978	..	978
8 Kerala	3,673	1,054	517	5,244
9 Madhya Bharat	1,084	8	32	1,124
10 Madhya Pradesh	451	111	..	562
11 Madras .. .. .	..	1,641	408	2,049
12 Manipur	60	49	10	119
13 Mysore	1,503	527	8	2,038
14 Orissa .. .. .	..	315	50	395
15 PEPSU	1	193	..	194
16 Punjab	851	326	..	1,177
17 Rajasthan	23	1	..	20
18 Saurashtra	405	..	..	405
19 Uttar Pradesh	928	3,904	176	5,008
20 West Bengal .. .. .	..	2,611	823	3,434
Total	15,741	24,238	2,628	45,375*

* A group of 2,768 workers into permanent, temporary and casual not available.

PORTS

Labour is employed in ports by various agencies e.g. Port Trusts or Port Commissioners, Stevedores, Coaling Firms, owners of barges and lighters, ship repairing and painting firms and contractors, etc. The figures of total employment in ports by all agencies are not available, but the latest available information on the number of workers directly employed by port authorities in the major ports is given below:—

TABLE NO. X

EMPLOYMENT BY PORT AUTHORITIES DURING APRIL, 1956 TO MARCH, 1957

Port					Reference period	Average Daily number of workers directly employed by Port authorities
(1)					(2)	(3)
Bombay	..	..	..	..	April 1956 to March 1957	21,637
Kandla	..	..	..	..	Do.	1,305
Madras	..	..	..	..	Do.	1,741
Vizakhapatnam	..	..	..	..	Do.	2,043

N.B.—Information about Calcutta and Cochin Ports is not available.

SEAMEN

In order to obtain reliable statistics of the number of effective seamen of the various categories, a census of seamen was conducted by the Government of India, Ministry of Transport at the ports of Bombay and Calcutta in January, 1952. All effective seamen are required to register themselves in the shipping offices. From registrations, it is seen that the total number of seamen registered up to the end of the year 1957 at Bombay and Calcutta ports were 36,253 and 29,474 respectively. The number of seamen actually in employment on 31st December, 1957 was 24,088 at the port of Bombay and 16,425 at the port of Calcutta.

- MUNICIPALITIES

Comprehensive statistics of employment in Municipalities are not available. As usual, the Bureau requested the State Governments to furnish figures of employment in the principal municipalities as

on the last working day of September, 1957. The information furnished by some of the State Governments is given below:—

TABLE NO. XI

NUMBER OF PERSONS EMPLOYED IN PRINCIPAL MUNICIPALITIES ON 30TH SEPTEMBER, 1957

State (1)	Number of municipalities covered (2)	Number of persons employed			
		Men (3)	Women (4)	Children (5)	Total (6)
Bihar	7	752	640	2	1,394
Kerala	16	2,133	959	..	3,092
Madras	22	1,195	25	..	1,220
Mysore	114	9,345	3,410	185	12,940
Punjab . . .	5	1,203	452	..	1,655
Rajasthan ..	15	894	186	18	1,098
Uttar Pradesh ..	64	23,752	5,025	366	29,143
West Bengal ..	7	4,183	1,054	..	5,237
Tripura	1	146	28	..	174

BUILDING AND CONSTRUCTION

Complete data on employment in Building and Construction industry as a whole are not available. As usual, the State Governments were requested to furnish figures of average daily employment in the Public Works Departments and Major Projects as on the last day of September, 1957. Information so collected along with employment data received from some of the individual units of Central Public Works Department are presented in Table No. XII.

TABLE NO. XII
NUMBER OF WORKERS EMPLOYED IN CENTRAL P.W.D. AND STATE P.W.D. (INCLUDING MAJOR IRRIGATION AND POWER PROJECTS ETC.) AS ON THE LAST DAY OF SEPTEMBER, 1957

1		Direct labour				Contract labour				Grand Total
		Men	Women	Children	Total	Men	Women	Children	Total	
(A) Central P.W.D.*	.. .. .	12,779	77	172	13,028	20,915	4,312	620	25,647	38,675
(B) State Public Works Deptt. and Major Projects—										
1. Bihar .. .. .	.. .. .	2,218	435	42	2,695	7,550	1,987	350	9,887	12,582
2. Bombay .. .. .	.. .. .	15,510	6,993	1,215	22,718	309	191	201	701	24,422
3. Kerala .. .. .	.. .. .	16,686	2,047	3,349	22,082	40,702	18,004	4,978	62,684	85,766
4. Madras .. .. .	.. .. .	3,271	21	..	3,295	937	352	..	1,289	4,584
5. Punjab .. .. .	.. .. .	10,878	..	..	10,878	500	70	..	570	11,448
6. Rajasthan .. .. .	.. .. .	..	..	..	..	2,829	14	..	2,843	2,843
7. Uttar Pradesh .. .. .	.. .. .	38,285	388	1,850	40,523	58,394	4,008	3,941	66,434	1,06,957
8. West Bengal .. .. .	.. .. .	104	33	..	137	..	..	..	..	137
9. Andaman and Nicobar Islands .. .. .	.. .. .	833	..	..	833	200	..	..	200	1,033
10. Manipur .. .. .	.. .. .	166	..	..	166	1,200	50	..	1,250	1,416
11. Tripura .. .. .	.. .. .	202	..	..	202	608	..	..	608	810

*Figures relate only to 73 units of C.P.W.D. and are incomplete.

SHOPS AND COMMERCIAL ESTABLISHMENTS

In the annual returns under the Shops and Commercial Establishments Acts, Weekly Holidays Acts etc., some of the States furnish data on employment. The Acts are in force only in certain selected urban areas of individual States and even in respect of establishments in these areas covered by the Acts, arrangements for collection of employment data are not satisfactory in some States. Subject to these limitations, the information relating to number of shops and commercial establishments covered by the Acts and employment in those establishments for which the data were available, as supplied by various States, for the year 1956 is given in Table No. XIII on page 21.

CENTRAL GOVERNMENT ESTABLISHMENTS

The Directorate General of Resettlement and Employment publishes monthly statistics of employment in Central Government Establishments, excluding Railways, Embassies and Missions abroad. The relevant figures for the period October, 1956 to December, 1957 are reproduced in Table No. XIV on page 22.

AGRICULTURE

There is no regular arrangement for the collection of information on employment in agriculture in the country. The Ministry of Labour, Government of India conducted an inquiry into the conditions of agricultural labour on an all-India basis, during 1950-51. The enquiry estimated the number of agricultural labourers to be about 35 millions, in all. An independent estimate of this number may be seen from the results of the last Census of 1951. The Census category of self-supporting persons and earning dependents in the livelihood classes cultivators of land wholly or mainly un-owned and cultivating labourers may roughly be taken to correspond to the term 'agricultural labourers'. The Census gives the following figures in millions.

	Self supporting persons	Earning dependents
Cultivators of land wholly or mainly unowned	8.8	3.9
Cultivating labourers	14.9	5.2

The total estimate of agricultural labour comes out to be 32.8 millions. This shows a fairly good agreement with the figures of 35 millions given by the Agricultural Labour Enquiry considering the differences in scope of the term and method of collection of the data. The Agricultural Labour Enquiry shows that only 15 per cent. were attached labourers and the rest 85 per cent. were casual labourers. The enquiry also revealed that the agricultural workers were employed on an average for 189 days in agricultural employment and for 29 days in non-agricultural employment. Women, who formed about 40 per cent. of the total agricultural labour force, were employed as agricultural labour for 120 days and as non-agricultural

TABLE NO. XIII
SHOPS, COMMERCIAL ESTABLISHMENTS, ETC., AND EMPLOYMENT THEREIN DURING 1956.

State (1)	Shops		Commercial establishments		Theatres, restaurants, etc.		Total	
	Number (2)	Employment (3)	Number (4)	Employment (5)	Number (6)	Employment (7)	Number (8)	Employment (9)
Andhra ..	96,651	46,836	2,874	8,880	7,923	19,188	1,07,451	74,904
Assam ..	5,374	6,637	429	1,997	267	1,183	6,070	9,817
Bihar ..	38,196	53,925	2,132	9,927	1,368	4,551	41,696	68,403
Bombay ..	3,18,517	2,04,535	49,517	1,84,550	24,054	1,19,803	3,95,722†	6,30,631*
Kerala ..	29,739	27,655	956	3,541	4,397	7,990	35,092	39,186
Madhya Pradesh ..	39,807	24,447	1,810	5,515	2,882	12,618	44,499	42,580
Madras ..	1,56,919	1,44,080	6,114	31,029	17,201	45,386	1,80,261	2,23,495
Mysore ..	25,831	20,630	1,075	6,509	2,612	13,409	29,518	39,918
Orissa ..	4,283	13,377	438	1,086	772	2,797	5,493	18,160
Punjab ..	91,352	17,425	25,380	24,055	8,137	8,007	1,24,889	49,487
West Bengal ..	600	400	250	200	126	160	976	760
Himachal Pradesh ..	1,091	365	191	223	170	212	1,452	800
Tripura ..	953	1,206	14	226	207	408	1,174	1,840

* Includes 91,653 for which break up by Shops, Commercial Establishments and Theatres and Restaurants, etc. is not available.

† Includes 3,634 Establishments for which break up by Shop, Commercial Establishments and Theatres and Restaurants, etc. is not available.

TABLE NO. XIV
EMPLOYMENT IN CENTRAL GOVERNMENT ESTABLISHMENTS—OCTOBER, 1956
TO DECEMBER, 1957

Month	Administra- tive and Executive	Clerical	Skilled and Semi-skilled	Unskilled	Total
(1)	(2)	(3)	(4)	(5)	(6)
October 1956	66,181	2,13,467	1,47,514	2,41,912	6,69,074
November "	66,448	2,12,438	1,45,428	2,41,845	6,66,159
December "	67,021	2,14,009	1,46,790	2,41,619	6,69,439
January 1957	67,463	2,16,798	1,45,660	2,44,213	6,74,134
February "	68,637	2,17,236	1,47,093	2,43,036	6,76,002
March "	68,935	2,17,536	1,46,725	2,42,895	6,76,091
April "	66,498	2,17,325	1,43,737	2,39,360	6,66,920
May "	66,456	2,20,280	1,45,028	2,40,521	6,72,285
June "	67,119	2,23,432	1,43,856	2,40,227	6,74,634
July "	62,901	2,31,805	1,42,178	2,40,672	6,77,556
August "	63,252	2,31,947	1,42,236	2,41,564	6,78,999
September "	63,529	2,32,649	1,43,521	2,40,402	6,80,101
October "	63,659	2,32,026	1,44,901	2,39,868	6,81,354
November "	68,263	2,33,451	1,46,550	2,40,195	6,88,459
December "	68,454	2,32,029	1,47,428	2,41,360	6,89,271

labour for 14 days. The National Sample Survey Organisation, Government of India included an enquiry in their XI and XII Rounds (1955-56) about the agricultural labourers in this country. This enquiry was designed to yield socio-economic data in respect of agricultural labour including employment and unemployment. The results of this enquiry are not yet available.

The information on employment in so far as it has been possible to collect, has been given in the preceding paragraphs. However, it accounts for only a small proportion of the income earners. This would be seen clearly if the data presented here are seen against the figures obtained at the last Census. The 1951 Census gave a figure of 334 lakhs for self-supporting persons engaged in non-agricultural activities. Of these 10 lakhs are shown as non-agricultural rentiers, pensioners and miscellaneous income receivers. Of the balance 176 lakhs are shown to be earning their income by way of net profits and only 143 lakhs as earners of wages and salaries. The classification of 324 lakhs of the self-supporting persons by industries and services (other than cultivation) is given in Table No. XV.

TABLE NO. XV

Division of Industries and Services (1)	Census 1951	
	No. in Lakhs (2)	Percentage to total (3)
<i>Division 0</i>		
Primary Industries other than Cultivation, Mining and Quarrying.	24.0	7.4
(Plantations Covered by Division 0)	10.6	..
<i>Division 1</i>		
Mining and Quarrying	5.7	1.8
<i>Divisions 2, 3 & 4</i>		
Processing and Manufacture (Registered Factories Covered by the Divns)	91.8	28.3
<i>Division 5</i>		
Construction and Utilities (Central Public Works Departments Included in Division 5)	15.9	4.9
State Public Works Departments and Major Projects Included in Division 5)		
<i>Division 6</i>		
Commerce (Shops and Commercial Establishments)	59.0	18.2
<i>Division 7</i>		
Transport, Storage and Communications (Posts and Telegraphs Covered by Division 7) (Railways Covered by Division 7) (State Motor Transport Covered by Division 7) (Ports Covered by Division 7)	10.0	5.9
<i>Division 8</i>		
Health, Education and Public Administration (Principal Municipalities Covered by Division 8) (Central Govt. Establishments (excluding Railways, Embassies and Missions Abroad) Covered by Division 8)	32.9	10.2
<i>Division 9</i>		
Services not Elsewhere Classified	75.4	23.3

2. Employment Exchanges

Employment Exchanges not only serve to bring together the demand for and supply of employees but also throw out useful information on several aspects of employment situation particularly in respect of special classes. Such information would be discussed in this Section; the twin activity of training would be dealt with later under a separate heading.

The administration of Employment Exchanges and Training Centres was transferred to the State Governments in November, 1956. Progress in regard to the various schemes during the period under review are briefly mentioned in the following paragraphs:

DEVELOPMENT SCHEMES UNDER SECOND FIVE YEAR PLAN

(i) *Extension of Employment Service*—Of the 126 additional Employment Exchanges proposed to be opened under the Second Five Year Plan, 70 new Employment Exchanges were sanctioned.

(ii) *Collection of Employment Market Information*—The object of the scheme is to collect data on a continuing basis, regarding the level of employment and unemployment, shortages and surpluses, the occupational pattern of the labour force, current job opportunities, etc., in different employment market areas. On the basis of a pilot project launched in Delhi during 1956 under the supervision of an I.L.O. expert, a scheme was prepared and arrangements were being made to extend the scheme to all the States. The necessary training course for Employment Officers was also organised and held. The services of an I.L.O. expert were obtained for the implementation of the Scheme.

(iii) *Youth Employment Service and Employment Counselling*—It was planned to start this scheme in 8 States in 1957-58. The establishment of Youth Employment Service and Employment Counselling units was under way in seven States and the units were functioning at three places, viz., Delhi, Hyderabad and Lucknow. Arrangements for the implementation of the Vocational Guidance Scheme were being made. A survey of the employment pattern of the alumni of the Delhi University was being planned in collaboration with the Delhi Varsity and the Planning Commission.

Apart from these, further progress was made in the implementation of the Occupational Research and Analysis Scheme. The first meeting of the Working Group of Employment Service was held at the D.G.R. & E. during August, 1957 and was attended by representatives from all States excepting Jammu and Kashmir, Tripura, Manipur and Pondicherry. Efforts to provide employment assistance to surplus/retrrenched personnel of the Defence Installations and certain River Valley Projects were continued during the year. Up to December, 1957, 2,701 retrrenched persons from various Ordnance factories were placed in alternative employment and out of the 3,021 persons retrrenched from the D.V.C. 2,600 were placed in employment. Efforts were made to set up Employment Exchanges at the site of the River Valley Projects with the co-operation of the State Governments and Project Administrations. Such services had already been started in D.V.C. area, Hirakud, Nagarjun Sagar and Chambal Project Centres and negotiations in respect of Bakhra Nangal Project Centre were in progress. In order to meet the peculiar problems of retrrenchment going on simultaneously with fresh recruitment in collieries, a proposal for starting Pilot Employment Exchanges in certain selected areas in West Bengal and Bihar with the co-operation of all interested parties was under consideration by the State Governments concerned.

During the year 1957, several new Employment Exchanges were opened. The following table gives the monthly Statistics of the work done by Employment Exchanges during the period studied.

TABLE NO. XVI

NUMBER OF REGISTRATIONS AND PLACEMENTS EFFECTED BY THE EMPLOYMENT EXCHANGES AND NUMBER OF EMPLOYERS USING THE EMPLOYMENT EXCHANGES (OCT. 1956—DEC. 1957)

Month	No. of exchanges at the end of the month	No. of registrations effected during the month	No. of placements effected during the month	No. of applicants remaining on live registers at the end of the month	No. of employers who used the exchanges during the month
(1)	(2)	(3)	(4)	(5)	(6)
October 1956	139	1,20,683	14,168	7,76,757	4,964
November 1956	142	1,23,976	16,889	7,60,505	5,293
December 1956	143	1,20,867	13,656	7,58,503	5,281
January 1957	143	1,35,225	14,573	7,77,154	5,295
February 1957	150	1,11,499	12,827	7,74,811	4,854
March 1957	152	1,11,216	13,071	7,47,341	5,126
April 1957	152	1,45,438	15,814	7,53,537	5,827
May 1957	153	1,48,035	17,271	7,82,933	6,668
June 1957	156	1,41,499	17,369	7,79,478	5,638
July 1957	158	1,80,135	19,394	8,15,716	5,927
August 1957	160	1,59,826	18,052	8,28,653	5,430
September 1957	160	1,60,681	16,805	8,61,571	5,611
October 1957	170	1,38,788	14,389	8,65,788	5,220
November 1957	172	1,73,529	17,641	8,86,283	6,096
December 1957	181	1,68,797	16,625	9,22,099	5,886

It will be noticed that during the year under review the Employment Exchanges registered 17,74,668 applicants and placed 1,93,831 persons in employment as against 16,69,895 and 1,86,855 respectively in the year 1956. The number of vacancies made available to the Exchanges also recorded a slight increase during the year under review as compared to the preceding year. On an average more employers utilised the services of Employment Exchanges during the year. Various public bodies and industrial and business establishments continued to utilise the organisation as the normal channel of recruitment. Table No. XVII gives the occupational distribution of the number on the Live Register month by month during the period under review. As an indicator of unemployment situation the series

TABLE NO. XVII
OCCUPATIONAL DISTRIBUTION OF APPLICANTS ON LIVE REGISTERS, 1953--1957.

OCCUPATIONAL DISTRIBUTION OF APPLICANTS ON LIVE REGISTERS, 1953-1957										
Month and Year		Number of applicants on Live Registers seeking employment assistance in								
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
			Industrial supervisory services	Skilled and semi-skilled services	Clerical services	Educational services	Domestic services	Unskilled services	Others	Total
1953 (average)	..	..	4,502	47,310	1,31,311	10,437	15,760	2,23,807	31,418	4,77,575
1954	..	..	5,370	52,118	1,01,737	16,626	19,613	2,69,987	36,837	5,62,307
1955	..	..	4,879	51,148	1,87,512	22,285	21,750	3,20,402	36,104	6,47,100
1956	..	..	4,879	58,008	2,13,473	28,368	25,566	3,80,089	37,816	7,49,099
1957	..	..	5,107	61,552	2,37,568	36,080	28,517	4,07,319	39,537	8,16,280
October	1958	..	5,271	61,593	2,21,668	28,415	25,611	3,94,701	39,498	7,76,757
November	"	..	5,111	59,422	2,16,780	25,442	25,465	3,90,324	37,061	7,00,505
December	"	..	4,781	59,009	2,15,520	25,395	25,716	3,88,423	38,660	7,38,303
January	1957	..	4,514	61,218	2,22,503	25,651	26,261	3,98,250	39,315	7,77,154
February	"	..	4,291	60,574	2,15,303	24,698	26,726	4,04,502	38,804	7,74,811
March	"	..	4,079	58,342	2,09,013	22,321	28,107	3,88,591	36,855	7,47,341
April	"	..	3,872	57,395	2,13,675	25,795	28,610	3,87,783	36,407	7,53,537
May	"	..	4,122	59,136	2,21,171	31,057	28,518	4,01,204	37,665	7,82,933
June	"	..	4,707	57,816	2,27,817	39,533	25,818	3,86,634	37,123	7,79,478
July	"	..	5,404	58,635	2,46,058	50,404	26,905	3,89,810	38,480	8,16,716
August	"	..	6,083	60,593	2,51,611	49,799	28,161	3,93,181	39,225	8,28,653
September	"	..	6,211	62,260	2,56,436	46,710	31,109	4,16,562	42,283	8,61,571
October	"	..	6,095	64,903	2,58,294	44,214	29,670	4,21,265	41,317	8,65,788
November	"	..	5,979	66,163	2,61,147	40,306	30,300	4,30,331	42,067	8,86,283
December	"	..	5,939	71,508	2,67,757	40,246	32,018	4,60,639	44,002	9,25,999

N.B.—The monthly figures indicate the number of applicants on Live Register at the end of the month and yearly averages are simple averages of the monthly figures.

of "Numbers on Live Registers" has certain limitations, viz., registration is voluntary, rural population is particularly under-represented because of the distances of Employment Exchanges from their places of residence, and persons seeking alternative employment while on some job also can register themselves with the Employment Exchanges. Subject to these limitations, the figures show that the number of applicants on Live Registers increased from 7,76,757 at the end of October, 1956 to 9,22,099 at the end of December, 1957. At the end of December, 1957, 0.63 per cent. of the number on Live Registers belonged to the Industrial Supervisory class, 7.54 per cent. to Skilled and Semi-skilled class, 4.49 per cent. to Educational, 29.11 per cent. to Clerical, 3.49 per cent. to Domestic, 49.90 per cent. to Unskilled class and 4.84 per cent. to 'others'. From the figures for each of the occupations, it will be seen that the rise in the number on Live Registers was appreciable in the Educational Services, Domestic Services, Industrial Supervisory Services and Clerical Services, although there was a general rise in respect of all the categories.

Man-power, Shortages and Surpluses—The shortages of qualified and highly skilled technical personnel continued during the year. The occupational categories where such shortages were more common were stenographers, overseers, engineers, trained teachers, surveyors, doctors, compounders, nurses, electricians and fitters. On the other hand, persons fresh from schools and colleges, clerks, motor drivers, carpenters, semi-skilled and untrained technicians were surplus to requirements.

Assistance to Special Categories of Employment Seekers—The arrangements for providing employment assistance to special categories of employment seekers were continued. The following details may be mentioned:

- (a) *Employment Assistance to Displaced Persons*—During the period October, 1956 to September, 1957, 53,818 displaced persons were registered and 7,965 placed in employment, as against 70,876 and 10,624 in the corresponding period of preceding year.
- (b) *Employment of Discharged Government Employees*—During the 12 months (November, 1956 to October, 1957) 11,639 discharged Central and State Government employees were registered and 5,508 were placed in employment during the same period.
- (c) *Scheduled Caste Applicants*—The number of Scheduled Caste applicants registered for employment during the period October, 1956 to September, 1957 was 1,82,576 as against 1,81,549 in the corresponding period of the preceding year. The corresponding figures of placements were 27,943 and 28,614 respectively.
- (d) *Scheduled Tribe Applicants*—The number of applicants of Scheduled Tribes registered for employment during the period October, 1956 to September, 1957 was 39,782 and the number placed in employment was 6,149. The corresponding figures for the previous year were 35,767 and 3,830 respectively.

- (e) *Anglo-Indian Applicants*—During the period October, 1956 to September, 1957, 889 applicants were registered at the Employment Exchanges and 86 placed in employment. The corresponding figures for the previous year were 993 and 124 respectively.
- (f) *Employment Assistance to Women*—During the period October, 1956 to September, 1957, 94,414 women were registered for employment and 10,808 placed in employment, as against 81,947 and 9,394 respectively during the corresponding period of the previous year.
- (g) *Ex-Service Personnel*—During the period October 1956 to September, 1957, 61,881 ex-service personnel were registered for employment and 11,460 were placed in employment.

INFORMATION FROM STATES

Information on employment situation as received from the various State Governments is summarised below:—

Assam—The general employment situation in the State showed slight improvement considered from the point of view of employment opportunities created in the State. The number of employment seekers, as revealed by the figures of applicants on the Live Register, however, increased from 13,716 at the end of September, 1956 to 15,202 at the end of December, 1957. An analysis of the Live Register revealed that the unemployment problem was more acute amongst the unskilled and clerical categories of applicants.

Bihar—An analysis of the Employment Exchange statistics showed that during the period October, 1956 to September, 1957, there was a rise both in the number of vacancies notified and placements effected and a fall in the number of registrations, as compared to the period October, 1955 to September, 1956. This hopeful trend in employment situation was mainly due to the new employment opportunities created in the Tata Iron and Steel Co., Ltd., and the Sindri Fertilizers and Chemicals Ltd., Sindri. Special efforts were made to meet the problem of unemployment caused by large-scale retrenchment of workers from the Damodar Valley Corporation on the completion of the construction of the Maithan Dam. A special Officer was appointed by the Ministry of Labour and Employment to deal with this problem. As a result of the joint efforts of the D.V.C. authority and the Employment Exchange Organisation, 2,489 retrenched persons were provided with alternative employment.

Bombay—Following the re-organisation of States, the total number of Exchanges under the Regional Director of Resettlement and Employment rose to 17 including the 5 in Saurashtra area and 2 in Vidarbha and 1 in Marathwada.

There were 2,24,749 registrations at the Employment Exchanges during April, 1956 to March, 1957 and the number of placements obtained were 22,437. At the end of March, 1957, there were 1,08,816 applicants on the Live Registers of Employment Exchanges seeking

employment assistance. The occupational pattern of employment seekers on the Live Registers was as given below:—

Industrial Supervisory—	0.8%
Skilled and Semi-skilled—	6.3%
Clerical—	31.0%
Educational—	2.9%
Domestic Service—	4.5%
Unskilled (including Peons)—	48.7%
Others—	5.8%

There was some increase in the estimated average daily number of workers employed in factories governed by the Factories Act, 1948. On the other hand, there was an upward trend in the number of workers affected by closures or retrenchment. About 40,000 workers were affected during October, 1956 to September, 1957 as against 21,600 for the same period in 1955-56 due to closure of a number of industrial establishments either totally or partially owing to un-economic working, depression in market, want of work, break-down of machinery, shortage of raw materials etc. The number of workers retrenched was 2,725 as against 2,169 for the corresponding period of 1955-56.

Madhya Pradesh—There was no appreciable change in the employment situation. A number of oil mills, textile mills and bidi factories was closed laying off a considerable number of employees.

Madras—Opening of 9 Block Development Community Projects and a general purpose Engineering Workshop in the North Arcot District and development of Textile and Engineering industries in Coimbatore district created considerable employment opportunities in the respective districts. Four major construction works undertaken by P.W.D. and the extension and modification of the existing irrigation canal systems in Tiruchirapalli district created fresh avenues of employment. The employment prospect in Madurai district was brighter due to the setting up of two service centres, one for the Manufacture of Footwear and the other for the Manufacture of Hurricane Lanterns, and a Lock Manufacturing factory. The construction of Vaigai Dam in this district also provided employment avenues. The Kunda Hydro Electric Project in the Nilgiri District provided opportunities of employment to manual labourers. Though, on the one hand, considerable employment opportunities were created in the State, on the other hand, 108 industrial establishments were closed during the period under review due to reasons other than industrial disputes affecting 4,029 workers.

Punjab—Additional Employment Exchanges were proposed to be set up under the Second Plan in the industrial areas and in some district of the erstwhile PEPSU State with a view to tapping the available employment opportunities and to render effective employment service in these areas. Two district Employment Exchanges (Grade II) were set up at Yamunanagar and Bhatinda during the year October, 1956 to September, 1957. During the period under review,

launching of various community projects and development schemes and establishment of small scale industries provided employment opportunities for agricultural labourers.

Rajasthan (including Ajmer)—The Employment Exchanges in Rajasthan registered 56,625 persons and placed in employment 5,689 persons during the year April, 1956 to March, 1957. At the end of the said period 20,613 persons were on Live Registers of Employment Exchanges in Rajasthan. During the year the Chambal Project Scheme gained momentum and created additional employment opportunities for skilled and unskilled workers. Increased employment opportunities were also made available in the public sector on account of the various development schemes undertaken by the State Government, particularly in Education, Health, Public Works Department, and Community Development Organisation. Six Employment Exchanges were operating in Rajasthan on 1st April, 1956. During the year 1956-57, 3 new Exchanges were opened. Following the merger of Ajmer with Rajasthan with effect from 1st November, 1956, one more Exchange was added to the list.

Uttar Pradesh—A phased programme for the extension of the scope of Employment Service was formulated and according to the programme, before the end of the Second Five Year Plan, every district and important industrial centre in Uttar Pradesh will have an Employment Exchange. With effect from 2nd October, 1957, 10 District Employment Exchanges at Farrukhabad, Etawah, Mathura, Bulandsahar, Muzaffarnagar, Mirzapur, Sitapur, Bijnore, Narendranagar and Bauda and 2 sub-offices at Rihand Dam site and Pauri were established to render employment service. Likewise the scheme for collection of employment market information was put into force in 21 centres in the State. To begin with only public sector would be covered under this scheme at all exchanges, except Kanpur, where both private and public sectors were sought to be covered.

West Bengal—The overall employment situation in the State was not satisfactory. A number of Jute Mills was closed resulting in considerable unemployment. A gradual retrenchment of women workers was recorded in Jute Mills. This appeared to be due to the fact that provision of maternity benefits, creches, etc., made the employment of women costlier than the employment of men workers.

Delhi—The level of employment, both in the public and private sectors, maintained an upward trend during 1956-57. A large number of employers (5,266) notified their man-power requirements (19,961) to the Employment Exchanges. During the period under review, considerable new employment opportunities were created. In the public sector, educational and medical health services were expanded. Developmental activities in the Community Project and National Extension Service Blocks also created

some employment opportunities. In the private sector, employment opportunities were available with industries engaged in the manufacture of Bicycles and their Accessories, Hydrogenated oils, Medicines and Pharmaceutical, Textiles (Spinning and Weaving), China-ware and Crockery, and Printing and Publishing of Newspapers. The establishment of a new industrial estate in Okhla and opening of additional factories at Najafgarh also created new job opportunities of employment for skilled and semi-skilled workers.

3. Recruitment

Generally speaking the Indian industries, until recently, recruited unskilled labour at factory gates and adopted other means such as calling applications by advertisement for the recruitment of skilled labour. In case there was any difficulty in readily getting workers, the services of intermediaries were utilised. These methods of recruitment had obvious disadvantages both for the employers and the workers. In recent years attempts have been made to rationalise the method of recruitment by creating a pool of workers from which the employers can draw according to their needs. The Employment Service set up by the Government at important industrial centres serves this purpose. Further, decasualisation schemes are in operation in some industries at certain centres. The recent developments, as reported by some States, in regard to recruitment practices in the various industries are given below:—

(a) FACTORIES

In Bihar, a number of important industrial concerns agreed to the request of the Government to utilise the Employment Exchanges as their primary source of recruitment. According to the earlier agreements reached between the authorities of the National Employment Service in Bihar and the Management of the Tinsplate Co. of India (Private) a decasualisation scheme was in operation to assist the industries in filling up casual vacancies. In the month of July, 1957, however, as a result of fresh decisions the decasualisation scheme was closed. In Bombay, it was laid down by Government that all vacancies of more than a month's duration and which were not required to be filled by promotion or through Public Service Commission should be filled through the Employment Exchange. The Textile Employment (Decasualisation) Scheme introduced on a voluntary basis for the workers in Cotton Textile Mills in Greater Bombay, Ahmedabad and Sholapur from the 5th January, 1950, the 5th September, 1949 and the 16th January, 1950 respectively, continued to be administered by the Government of Bombay. Under this Scheme, the registration of workers at the three centres (Bombay, Ahmedabad and Sholapur) during the period October, 1956 to September, 1957, was to the extent of 21,203 as against the figure of 23,198 in the corresponding period of the previous year. The number of placements at all these centres during the year October, 1956 to September, 1957 was 29,604 as against 32,987 in the corresponding period of the previous year. In all, 7,537 workers were awaiting employment as on 30th September, 1957 in these centres. In Delhi, there was no noticeable change in the recruitment methods, except for a slightly increased use of Employment Exchanges by private sector. In Punjab,

there was generally no noticeable change in the recruitment methods. In Uttar Pradesh, due to Government's orders that all recruitment, except those made through Union or State Public Service Commission, should be channelled through Employment Exchanges, vacancies in the public sector were increasingly filled through the Exchanges. Private employers also notified their requirements to the Employment Exchanges especially for skilled and semi-skilled labour. A voluntary decasualisation scheme for industrial workers was put into operation on 1st April, 1950, with four Textile Mills in Kanpur participating, viz., Kanpur Woollen Mills, Victoria Mills, Miur Mills and the Elgin Mills. By the end of September, 1957, the scheme was serving 11 textile and 2 leather concerns at Kanpur. The scheme was proposed to be extended to the other towns of the State. The Gorakhpur Labour Organisation and Group Employment Schemes, run under the aegis of the Directorate of Training and Employment, Uttar Pradesh, supplied labour for the various collieries in India and for the building projects of the Government of Uttar Pradesh, thus considerably diminishing the recruitment of labour through contractors and intermediaries. Recruitment of labour by Gorakhpur Labour Organisation was done directly as well as through Employment Exchanges. The total number of labourers recruited from 1st October, 1956 to 30th September, 1957 was 22,199. In Rajasthan, in the recruitment of industrial labour in Public and Private Sectors, the services of Employment Exchanges were being availed of by the employers to a greater extent. A scheme for decasualisation of industrial labour was under consideration and other steps for eliminating intermediaries in the recruitment methods were being taken. The system of employment through contractors was being gradually abolished in the Cement Industry and in other industries also the practice of employing labour directly was being increasingly followed.

(b) MINES

The question of abolition of the system of contract labour in mines has been constantly engaging the attention of Government and the various developments in this regard since 1947 have already been discussed in the previous issue of the Year Book. A survey recently conducted by the Chief Inspector of Mines in India revealed that the total number of persons employed through contractors in all coal fields was about 54,700 or about 16 per cent. of the total labour employed. The contract labour still formed as high as about 35 per cent. of the total labour in Hyderabad and Karanpura, about 20 to 22 per cent. in Madhya Pradesh and Bokaro, about 12 to 13 per cent. in Jharia and about 15 to 17 per cent. in Raniganj.

An *ad hoc* enquiry into the labour conditions in a sample of 36 iron ore mines in the States of Bihar, Orissa, Mysore and Andhra Pradesh (9 in each State) revealed that contract labour constituted 55.4, 60.2, 65.0 and 72.9 per cent. respectively in these States as on 30th June, 1957. The contract system of recruiting labour has a general feature in most of the States. The companies generally recruited their labour directly from the local market. During the mining season in case of vacancies the managements ask their workers to inform their relations and friends. Labour was recruited by contractors who are known as 'Mistries' from the villages surrounding the mining areas. Taking the four States as a whole, contract labour were paid mostly by contractors themselves. Only 12.5

per cent. of the workers employed through contractors were paid directly by the companies. In Andhra Pradesh almost all the workers (93.1 per cent.) employed through contractors were paid directly by the companies.

(c) PORTS

Employment of dock workers in the ports of Bombay, Calcutta and Madras is now regulated under the Dock Workers (Regulations of Employment) Act, 1948. Details of the Schemes made under the Act are given in the section on Dock Workers (Regulations of Employment) Act in the Chapter on Labour Legislation. In the Madras Port, the strength of persons employed directly by the Port Trust, and that of the Registered casuals was as under:—

Category	Strength
(i) 'A' category, which is permanent non-scheduled	900
(ii) 'B' category which is semi-permanent	345
(iii) Registered casuals	900 (Appx.;

The recruitment to the 'B' category is made by selection from among the registered casuals, subject to physical fitness examination. From among the mazdoors in the 'B' category, leading hands are selected on the basis of seniority cum efficiency. Promotions to 'A' category mazdoors is made only from among the 'B' category mazdoors and leading hands, strictly according to seniority. A leading hand in the 'B' category if promoted to the 'A' category will work only as a mazdoor. Vacancies of Mistries in the 'A' category is filled by promotion from the mazdoors in the 'A' category on the basis of seniority cum efficiency. The service in the registered casuals gangs is considered as sufficient training for appointment to 'B' category shore labour.

(d) SEAMEN

The Bombay Dock Labour Board in its Sixth Annual Report for the year ending 31st March, 1957 stated that during the year there was no recruitment at all and 218 workers went off the registers on various grounds. The strengths of different categories of labour in the Pool and Monthly Registers as on 31st March, 1957 are shown in the following table—

TABLE NO. XVIII

STRENGTHS OF LABOUR REGISTERED WITH THE BOMBAY DOCK LABOUR BOARD AS ON 1ST APRIL, 1956 AND 31ST MARCH, 1957

Category	As on 1-4-1956			As on 31-3-1957		
	Pool	Monthly	Total	Pool	Monthly	Total
Tindel ..	298	120	418	298	120	418
S.W. ..	894	360	1,254	894	300	1,254
J.W. ..	1,192	480	1,672	1,192	480	1,672
Winchman ..	364	170	534	335	156	91
Hatchforeman ..	437	122	559	422	122	544
Khalasi ..	176	70	246	172	59	231
L.R.W. ..	829	..	829	684	..	684
Total ..	4,190	1,322	5,512	3,997	1,297	5,294

Seamen's Employment Offices were set up under the Indian Merchant Shipping Act, 1923, at the two principal ports of India—Bombay and Calcutta, in June, 1954 and in March, 1955 respectively. These offices represent the single source of supply of seamen at the above ports on the strict principle of equitable distribution of the available volume of employment according to a system of rotation.

During the year ending 31st December, 1957, the number of Seamen engaged at Calcutta and Bombay were respectively 22,597 and 33,721. The number of new recruits to the seafaring profession during the same period at these ports were respectively, 1,037 and 1,557. The figures regarding the registration of Seamen at Calcutta and Bombay offices during the year 1957 were 29,474 and 36,253 respectively. The Employment Office Scheme was extended to Seamen employed on Home Trade Ships with effect from 1st September, 1957. At Calcutta, however, the Home Trade Seamen had not been brought under the Scheme.

(e) RAILWAYS

Appointments to superior railway services are made either by direct recruitment or by promotions from Class II and Class III services. During the financial year 1956-57, 423 such appointments were made by direct recruitment and 81 by promotions. From this year the Railway Board adopted the Departmental Promotion Committee System for permanent promotions.

The Railway Service Commissions with headquarters at Allahabad, Bombay, Calcutta and Madras continued to conduct recruitment of Class III staff for Indian Railways during the financial year 1956-57. The total number of persons thus selected was 47,044; besides 7,158 persons were recruited against the quota reserved for Scheduled Class and Tribes and Anglo-Indians.

(f) PUBLIC WORKS AND PROJECTS

The recruitment methods followed in this sector had already been discussed in detail in the previous issue of the Indian Labour Year Book and no further development was reported by States.

(g) PLANTATIONS

Recruitment of emigrant labour in the tea gardens of Assam is governed by the 'Tea District Emigrant Labour Act, 1932', the details of which are given in the chapter on Legislation. In Assam during the year ending 30th September, 1957, 3,760 assisted emigrants along with 1,531 members of their families were recruited by the Local Forwarding Agencies at Ranchi, Berhampur (Ganjam) and Koraput. The recruitment was chiefly carried on the sardari system as usual; but, 76 assisted emigrants along with 38 members of their families were recruited by other than sardari system—either by Resident or Local Recruiter. The largest number of emigrants recruited during the year came from Orissa. In addition to the above, 613 non-assisted emigrants along with 97 dependants were also recruited. These labourers were classified as non-assisted on account of their having been in Assam tea estates for the previous two years. The cost of recruitment of one adult during the year was Rs. 141.38 as against Rs. 139.40 in the last year. In Tripura, the labourers in

plantations were employed directly and in rare cases through sardars: In Bihar tea plantations too there were no intermediaries (contractors, etc.) in the recruitment of labour. In Madras, till 1952, labour for plantation estates was being recruited by the 'Kanganies'. As the Kangani system entailed many abuses, the Government of India formulated a scheme for the gradual elimination of the Kangani system. The scheme enforced from 1st January, 1952 limits the number of labourers under each 'Kangani' to 40, to start with, and provides for the establishment of estate gangs. In Mysore also recruitment was being made through the medium of the 'Kangani'. However, with the enforcement of the Payment of Wages Act, this system is gradually going out of vogue.

4. Training

During the period under review, the Directorate General of Employment and Resettlement continued to maintain a number of training centres throughout the country giving facilities for technical and vocational training and apprenticeship for a considerable number of people, both men and women. As in the case of Employment Exchanges, the administrative control of craftsman training centres was transferred to the State Governments with effect from 1st November, 1956. The Table below shows the number of training centres and the number of persons undergoing training during the year 1957:—

TABLE NO. XIX

WORKING OF THE TRAINING CENTRES, OCTOBER, 1956 TO DECEMBER, 1957

Year and month	No. of centres at the end of the month	Number of trainees at the end of the month				
		Vocational		Technical*	Apprenticeship*	Total
		Men	Women			
(1)	(2)	(3)	(4)	(5)	(6)	(7)
October, 1956	464	1,704	514	5,611	1,019	8,848
November, 1956	464	1,646	514	9,046	1,046	12,252
December, 1956	490	1,591	509	9,296	1,099	12,495
January, 1957	497	1,486	560	10,180	1,070	13,296
February, 1957	469	1,463	558	10,982	1,057	14,060
March, 1957	492	1,433	546	11,007	1,109	14,095
April, 1957	468	1,405	554	11,006	1,052	14,017
May, 1957	472	1,386	554	10,960	1,057	13,957
June, 1957	456	1,381	552	10,965	964	13,862
July, 1957	444	..	..	6,285	882	7,167
August, 1957	381	760	588	10,120	709	12,177
September, 1957	386	838	589	11,392	709	13,548
October, 1957	381	1,138	624	13,230	673	15,665
November, 1957	380	1,249	633	13,798	671	16,315
December, 1957	364	1,294	630	14,245	617	16,786

*Including women, if any.

A break-up of the statistics for December, 1957 by States is given

TABLE
NUMBER OF TRAINING INSTITUTES/CENTRES, SEATS SANCTIONED AND THE
ON 31ST DECEMBER,

State	No. of training institutes/centres					No. of seats sanctioned			
	Tech- nical	Voca- tional	Women	Appren- ticeship	Total	C.T. Scheme			
						Tech- nical	Voca- tional	Voca- tional Women	Total
1	2	3	4	5	6	7	8	9	10
1. Andhra ..	6	..	..	..	6	896	48	..	944
2. Assam ..	1	..	..	..	1	285	64	..	352
3. Bihar ..	5	..	..	..	5	1,088	80	..	1,168
4. Bombay ..	5	..	..	..	5	1,241	32	..	1,276
5. Kerala ..	3	..	..	..	3	760	..	..	760
6. Madhya Pradesh	3	..	..	..	3	780	64	..	844
7. Madras ..	9	..	..	1	10	1,168	..	112	1,280
8. Mysore ..	10	..	..	..	10	1,004	32	..	1,036
9. Orissa ..	2	1	..	..	3	444	48	..	492
10. Punjab ..	8	..	..	..	8	1,796	176	..	1,972
11. Rajasthan ..	2	..	..	..	2	496	..	..	496
12. Uttar Pradesh	10	..	..	1	11	2,432	464	208	3,104
13. West Bengal	5	2	..	..	7	1,096	208	..	1,304
14. Delhi ..	2	..	..	1	3	560	144	176	880
15. Himachal Pradesh	1	..	..	..	1	128	32	..	160
Total ..	72*	3	3	3	286	364	14,180	1,392	16,063

NOTE—In addition to the above Craftsmen and Displaced Persons 162 Instructors Trainees at C.T.I. undergoing training on

*In some of the Training Institutes/Centres training

†Includes 26 women.
*Includes 10 women.

@ Includes 12 women.
**Includes 41 women.

in the Table below:—

NO. XX

NUMBER OF CRAFTSMEN AND DISPLACED PERSONS UNDERGOING TRAINING AS
1957 BY STATES

No. of seats sanctioned				No. of persons undergoing training							
D.P.T. Scheme				C. T. Scheme				D.P.T. Scheme			
Technical	Vocational	Apprenticeship	Total	Technical	Vocational general	Vocational Women	Total	Technical	Vocational	Apprenticeship	Total
11	12	13	14	15	16	17	18	19	20	21	22
..	768	39†	..	807	..	..	..	..
108	32	..	140	251	30	..	280	78	14	..	92
60	60	1,063	101	..	1,164	..	..	..	..
26	26	1,152	10	..	1,171	20	..	..	20
..	731@	..	..	731	..	..	..	..
..	621	42	..	663	..	..	..	..
..	905||	..	94	999	..	..	..	..
..	888	37§	..	925	..	..	..	..
57	57	352	35†	..	387	51	..	..	51
150	150	1,454	135	..	1,589	142	..	..	142
..	445	..	..	445	..	..	..	..
184	..	220	404	2,251	309**	215	2,865	102	..	160	262
1,066	368	1,000	2,434	1,162	140	..	1,302	1,091	269	457	1,817
112	112	546	124	195	865	93	..	..	93
..	79	27††	..	106	..	..	..	..
1,763	400	1,220	3,383	12,668	1,137	504	14,309††	1,577	283	617	2,477

Koni- Bilaspur and 30 Women Instructor Trainees at I.T.I. for Women, Curzon Road, New Delhi, were the 31st December, 1957.

is imparted in both Technical and Vocational Trades.

||Includes 1 woman.
§Includes 34 women.

††Includes 15 women.
††Includes 643 women.

The details of work done under the various schemes sponsored by the Directorate-General of Resettlement and Employment during the year 1957 are given below:—

CRAFTSMEN TRAINING SCHEME

The objects, scope and provision of this scheme were described in the earlier issues of the Year Book. At the end of December, 1957, there were 78 craftsmen training centres/institutes, as against 60 at the end of September, 1956. The number of seats available for training of craftsmen increased from 10,938 in 1956 to 16,068 in 1957. The number of trainees on rolls at the end of the calendar year 1956 and 1957 were respectively 9,635 and 14,360. Training was imparted in 28 technical and 17 vocational trades and 5,493 persons were trained during the year 1957 bringing the cumulative total number of persons trained to 31,768.

In addition to the 10,500 seats existing at the beginning of the 2nd Five Year Plan, it was proposed to train 20,500 additional craftsmen during the 2nd Five Year Plan, with a view to reaching the target of 31,000 by the end of the plan period. There was also a programme for training of 7,050 men under the Apprenticeship Training Scheme and 3,050 under the Scheme for evening classes for industrial workers. Out of the total additional seats proposed to be sanctioned by the end of plan period, 16,342 additional seats had so far been sanctioned either by providing a second shift in the existing training centres or by way of opening of new industrial training institutes.

TRAINING OF DISPLACED PERSONS

Under the training scheme for displaced persons, 1,860 persons were undergoing institutional training by the end of 1957 at the training institutes and centres. In addition, 617 displaced persons were receiving training as apprentices on production work in U.P. and West Bengal by the end of the year.

Training of Apprentices—Information regarding the training imparted to displaced persons as apprentices has been given under 'Training of displaced persons'. Under this scheme it is planned to provide for 7,050 seats during the 2nd Five Year Plan period and 1,575 seats during the next year (i.e., 1958).

Training of women—The arrangement for imparting training to women in suitable trades under the Craftsmen Training Scheme continued to operate at the three institutes reserved for women, at Dehra-Dun, Delhi and Madras. At the end of the year 1957, there were 504 women trainees at these institutes as compared to 509 at the end of the previous year. In addition, 139 women were receiving training in Men's institutions and centres at the end of the year 1957. The corresponding figure for the previous year was 68.

Training of Instructors/Supervisors—The Central Training Institute for Instructors at Koni-Bilaspur (Madhya Pradesh) continued to train instructors and supervisors. During the year 1957, 402 persons were trained for Instructorship/Supervisorship. The total number of Instructors/Supervisors trained upto the end of December, 1957 was 1,974.

In order to meet the requirements of trained Instructors under the training Schemes as also to man the development programmes in the private sector, attempts were being made to increase the number of trained Instructors. A second Training Institute at Aundh with a capacity of 144 seats, pending the final construction of a permanent building at Bombay, had started functioning.

Training of Women as Craft Instructors—The Scheme for training women as Craft Instructors continued to operate at the Industrial Training Institute for women, New Delhi. Training under this scheme was given in (i) cutting and tailoring and (ii) embroidery and needle work. Fiftyone women were trained in these two trades at the Institute during 1957.

Evening Classes for workers—In regard to the scheme for evening classes for industrial workers, 525 seats were sanctioned in the States of Punjab, Delhi, Rajasthan, Madras, Madhya Pradesh and Uttar Pradesh. Proposals from some other States were under different stages of examination. It was proposed to increase the capacity to 3,050 seats by the end of the plan period.

Training in Sheet Metal Works—During the year 1957 eighty-one persons were trained in sheet metal work at Allahabad. The number was practically the same as in the previous year.

National Council for Training—In pursuance of the decision reached in August, 1956 the National Council for Training in Vocational Trades was established on 24th May, 1957, consisting of 54 members representing Central Ministries, State Governments, employers, workers and engineering and professional bodies. It was set up for purposes of establishing and awarding national trade certificates, prescribing standards in respect of syllabus, equipment, scale of accommodation, duration of course and methods of training, and also for the purpose of affiliating examining bodies, arranging ad hoc and periodical inspections of Training Institutions, recognising training and advising the Government of India on distribution of Centre's contribution to States and on training policies. For expeditious discharge of its functions, the Council set up a working committee comprising 21 members and four sub-committees (i) for Craftsmen Training Scheme, (ii) for Craft Instructors Training Scheme, (iii) for Apprenticeship Training Scheme, and (iv) for Miscellaneous Training Schemes. The Council agreed that the States should set up separate Councils for dealing with all related matters within their jurisdiction.

The State Governments were requested to furnish details of training schemes for industrial labour excluding those maintained by the Directorate-General of Resettlement and Employment. The information furnished by some of the States is given below:—

In Bihar there were 14 industrial Training Institutes in operation during the year ending 30th September, 1957 providing for a total number of 4,096 seats. Besides, there were apprenticeship schemes and other training facilities in private industries. In Bombay, under the Government Apprenticeship Scheme, which has been in vogue since 1937, training was arranged in textile mills, engineering factories and public undertakings. The total number of

persons undergoing training under this Scheme on 30th September, 1957 was 62. Another scheme, namely, Government Industrial Workshops Scheme, was also in operation in Bombay for imparting training in alternative skills to industrial workers and their dependants to qualify them in the event of their unemployment in one trade or occupation. Under this Scheme, there were during the year under review three workshops in all, one each at Bombay, Sholapur and Ahmedabad. Apart from these, there were schemes for apprenticeship training at the Government Milk Colony, Aaray, in the Central Dairy and in Milk Transport Service workshop at Opera House. In Delhi under the post-employment training scheme for industrial workers, workers already employed would be imparted theoretical instructions in the trades. Fifty seats were sanctioned under this scheme for 1958-59. Under the pre-employment apprenticeships training in industry, young persons would be instructed in theory and practice relating to trades and 300 people were expected to be under training by the end of the 2nd Plan. In addition, a work cum orientation centre was started in Pusa, New Delhi to train young men in trades and also to instil in them the dignity of labour and self-employment. Implementation of certain other schemes for imparting training with a view to developing some village industries were also under way in Delhi. In Uttar Pradesh, under the Second Five Year Plan, a number of schemes were formulated for increasing training facilities in the State. In pursuance of a scheme regarding craftsmen training, 5 more industrial Training Institutes were established with effect from 2nd October, 1957 at Agra, Kanpur, Bareilly, Gonda and Mirzapur, in order to provide additional facilities for technical and vocational training in the State. In Assam, there was no training scheme of the State Government for industrial and agricultural labour. In Tripura too there was no training scheme at present sponsored by the Tripura Administration for industrial labourers. Nevertheless, in some private firms a small number of apprentices were trained annually. Courses were held to train overmen and Sirdars at five centres in the Jharia Coal-field and at 4 centres in the Raniganj field at which the number of students on rolls in 1956 were 151 and 81 respectively. Lectures in gas testing were held at two centres in West Bengal and Bihar at which 48 students were trained during the same year. Classes were also held to train students for the Electrical Supervisor's Examinations, the number of trainees in West Bengal and Bihar being 49 and 65 respectively. In Pench Valley coalfield, at all collieries under the Managing Agency of M/s. Shaw Wallace and Co. Ltd., Manager and Junior officials delivered lectures in safety principles to Sirdars, subordinate officials and workmen as in the previous year. Several mining apprentices also received their practical training at the collieries. Elementary classes in mining were held at six centres in Hazaribagh from 20th November, 1955 to April, 1956 after which such classes could not

be continued owing to the non-availability of teaching staff. "Safety in Mines" classes were arranged at Bhilwara, Panchmahals, Jaipur and Ajmer areas with the co-operation of the qualified mining personnel of the field on a voluntary basis. The lectures were attended by managers, mates, shot-firers and other supervisory staff deputed by mining concerns.

Ports—In Vizagapatam port, there was a scheme for training apprentices in the mechanical workshops and in the Marine Department. In Kandla port a scheme for training of apprentices was in operation only in regard to Driver's posts. Apart from these, training scheme existed in respect of new recruits for filling vacancies in the Deck and Engine Room Departments in the Merchant Navy. The number of boys trained during the year ended December, 1957 in the three ratings' training establishments, set up by the Government of India, was 1,642. The Dock Labour Board, Bombay, proposed to instal special facilities for training of Winchmen and Khalasis and the necessary equipment had been ordered. The Inspector of Dock Safety, Bombay, organised special safety training courses for supervisory staff. In addition, a scheme for training of Dock workers at Calcutta, Bombay and Madras ports was drawn up and was under consideration of all concerned.

Railways—There were during the financial year 1956-57, 40 training schools functioning on Railways including one each for the Chittaranjan Locomotive Works and the Integral Coach Factory. Some of them were Traffic Training Schools, where recruits were trained in the duties of station masters, signallers, guards, booking and parcel clerks, etc. Refresher and promotion courses for staff already in service were also provided in a large number of these schools. In some schools Loco running staff and permanent way staff were also trained. Most of the recommendations of the committee of Railway Officers, appointed to review the facilities available for theoretical and practical training of technical staff in Mechanical and Electrical Departments, were accepted during the financial year 1956-57 and necessary instructions issued for implementation. As a result of one of the recommendations, the Railway Board decided to reduce the period of training of Trade Apprentices from 5 to 3½ years with a view to meeting the Railway's requirements more expeditiously. To meet the immediate needs for the large number of Engineering personnel required on the Railways and also to initiate and develop the Schemes for establishing adequate and suitable facilities on a permanent basis, three Technical training centres—one each at Mhow, Shahjahanpur and Madhupur—had been set up between October and December, 1956 to impart training to apprentice assistant inspectors of works, draftsmen, estimators, tracers and work-mistries. The total training capacity of these three centres was 650. Indian Railways continued to maintain various Technical Training Schools to impart theoretical training to the apprentice mechanics and trade apprentices in the mechanical, electrical and signal and tele-communication departments and to apprentice train examiners in the Mechanical department. Practical training facilities also existed in the Railway Workshops. In order to train a large number of officers required for the 2nd Five Year

Plan, the capacity of the Railway Staff College, Baroda, was increased during the financial year 1956-57 from 30 to 110. A total of 325 officers went through the college during the year.

5. Migration

Most industrial workers in India do not claim as their home town the place at which they work. They migrate to industrial areas for finding employment and continue to keep contact with their village homes. However, it would appear that the bulk of the immigrant industrial workers have little stake in agriculture and their occasional visits to their village homes are more for rest and recuperation than for attending to cultivation.

Generally, the smaller industrial centres draw on the surrounding rural areas for their employment of workers except for skilled labour. Bigger industrial cities like Bombay, Calcutta and Jamshedpur draw their labour force from a much wider field. In the Jute Mill industry in Calcutta more than 80 per cent. of the workers belong to Bihar, Uttar Pradesh, Orissa and Andhra. In the Cotton Mill Industry in Bombay the labour force is drawn from the neighbouring districts of Konkan, Satara, Sholapur, etc., and also from Deccan and Uttar Pradesh. Labour in the Engineering Industry at Jamshedpur is drawn from the States of Bihar, West Bengal, Uttar Pradesh, Punjab, Madhya Pradesh, Orissa and Madras and is now more or less permanently settled at its place of work. Workers from the Punjab and Uttar Pradesh go to Delhi during the slack season for employment in the Textile and Engineering Industries. The Bidi Industry in Bhopal gets much of its labour from Madhya Pradesh and a good number of the workers at Jabalpur hail from Vindhya Pradesh. There is usually some inter-State migration between Uttar Pradesh and Bihar for employment in sugar factories.

Labour in coal mines in Bihar and West Bengal is generally drawn from the surrounding villages. During wartime a number of workers were recruited by the collieries from Gorakhpur in Uttar Pradesh. A certain proportion of the labour force in coal mines in Hyderabad State is also drawn from Gorakhpur. About 90 per cent. of labour of Kolar Gold Fields comes from Madras and a small proportion from Andhra Pradesh.

Labour for construction works in Hyderabad is drawn from the neighbouring States of Andhra and Madhya Pradesh. For the execution of big projects in Bhopal, contractors import labour from Madhya Pradesh and Madhya Bharat. In the Hirakud Project in Orissa, a large number of workers hailing from Andhra are employed. Unskilled workers employed in building trades in Delhi come from Rajasthan and Punjab.

In the Plantation areas in the North-East, workers in the past were mostly emigrants from the States of Bihar, Orissa and Madhya Pradesh. The bulk of these emigrants have now been permanently settled. In the Plantation areas in Kerala many of the workers are from Madras. The Coffee estates in Mysore recruit their labour from the South Kanara District.

In the States adjacent to the Himalayas such as Uttar Pradesh and the Punjab, workers from the hills are known to move down

every winter in search of employment and go back in summer. In Uttar Pradesh, such workers are employed mainly in forest-clearing operations in the Terrai area and they number about 12 to 15 thousands.

The above are some of the traditional features of inter-district, inter-State migration of industrial labour. However, in general, mobility of labour in India is low. There is also little migration overseas and the volume of overseas migration has been on the decline during recent years. The total number of fresh emigrants for skilled work during the year 1955 was 4,491 while there was no fresh emigration for unskilled work.

6. Absenteeism

Statistically absenteeism is measured by the percentage of man-shifts lost due to absence to the corresponding total man-shifts scheduled to work. Such statistics for selected industries at important centres are maintained and published by the Labour Bureau, some of the State Governments and the Office of the Chief Inspector of Mines. The Employers' Association of Northern India also compiles statistics of absenteeism in regard to certain industries in Kanpur city. At present, the definitions and methods followed by the different agencies are not uniform. Apart from the statistics relating to coal mines which are collected statutorily from all coal mines covered by the Mines Act, the other series of statistics of absenteeism are generally based on voluntary returns furnished by employers. The Labour Bureau series of absenteeism statistics are based on voluntary returns furnished by a few selected large units. In case of any non-response, i.e., when a particular concern fails to furnish the absenteeism returns for a month, the concern is ignored and the absenteeism rate is calculated from the available returns. This may cause some spurious variations in the monthly trends indicated by these figures. Subject to these limitations, some of the important series on absenteeism statistics are discussed here. It may be mentioned that wherever annual rates have been indicated either in the text or in the Tables, they are simple arithmetic averages of the monthly rates.

(a) FACTORIES

The statistics of absenteeism relating to textile industry at some important centres are presented in the Table No. XXI on the next page.

During 1957, the rate of absenteeism increased appreciably as compared to 1956 in Kanpur, Cotton and Woollen Textiles Industries and Mysore, Cotton, Woollen and Silken Textile Industries; the increase was particularly high in Mysore. On the other hand, the rate declined appreciably in Bombay and Sholapur centres of Cotton Textile Industry. In the industries at other centres there were only minor changes during 1957 as compared to the preceding year.

Statistics of absenteeism in some other factory industries namely Engineering, Iron and Steel, Ordnance factories, Cement, Matches and Leather factories are presented in the Table No. XXII on page 45.

During 1957, the rate of absenteeism, increased appreciably as compared to the previous year in the Iron and Steel and Match industries while it declined in the case of Leather industry. In the other industries, there were no material changes.

TABLE NO. XXI
PERCENTAGE OF ABSENTEEISM IN COTTON, WOOLLEN AND SILK MILL
INDUSTRIES, 1951-1957

Period	Cotton							Woollen		Cotton Wool- len & Silk
	Bom- bay	Ah- meda- bad	Shola- pur	Madras City	Madu- rai	Coim- batore	Kan- pur	Kan- pur	Dhari- wal	
	b	b	b	a	a	a	c	c	a	Mysore d
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1951 Average ..	12.7	8.3	18.7	8.9	11.3	10.0	12.0	13.2	10.6	11.8
1952 Average ..	12.7	8.8	20.2	9.6	10.5	10.3	11.7	9.4	6.3	11.2
1953 Average ..	12.6	9.4	20.4	9.3	10.9	8.2	12.3	11.0	5.0	11.4
1954 Average ..	10.8	8.7	17.4	9.1	11.0	8.8	12.4	10.7	5.2	12.1
1955 Average ..	8.2	6.8	18.0	6.6	12.2	9.9	12.8	10.0	5.0	11.8
1956 Average ..	8.3	6.5	18.4	6.2	13.0	11.4	11.1	7.3	5.2	12.2
1957 Average ..	7.1	6.8	16.0	7.0	13.2	11.3	13.0	8.5	4.8	16.3
October 1956 ..	7.4	6.1	15.9	5.9	10.1	13.2	10.7	6.1	4.8	11.1
November 1956 ..	8.2	6.3	16.2	6.1	11.2	12.2	10.7	7.4	4.5	11.6
December 1956 ..	6.8	6.0	14.2	5.7	10.8	8.6	10.1	6.9	4.8	11.0
January 1957 ..	6.3	5.8	13.1	5.7	12.2	8.6	9.0	7.1	5.7	15.1
February 1957 ..	6.4	7.2	16.5	7.0	14.4	9.8	10.4	8.5	5.7	16.5
March 1957 ..	6.8	7.0	17.4	5.9	14.3	11.8	13.5	9.1	5.2	17.5
April 1957 ..	6.9	7.1	17.5	6.6	14.4	11.6	13.0	8.0	5.9	14.9
May 1957 ..	9.1	8.0	18.8	8.4	14.3	12.6	15.1	12.2	4.0	19.5
June 1957 ..	11.6	7.8	25.2	15.4	20.2	18.1	19.2	14.8	5.7	18.2
July 1957 ..	6.7	7.3	16.7	6.1	9.5	11.3	18.3	12.7	5.9	17.0
August 1957 ..	6.3	5.9	12.7	6.0	10.4	9.8	12.9	7.2	4.3	14.6
September 1957 ..	6.7	6.0	12.4	6.4	11.7	10.6	10.4	4.8	3.1	16.0
October 1957 ..	6.2	6.0	13.9	5.7	11.9	10.4	12.3	5.7	3.8	15.0
November 1957 ..	6.5	6.8	15.0	5.8	12.2	10.9	11.0	5.9	3.9	16.9
December 1957 ..	6.1	6.6	12.6	5.4	13.3	10.4	10.4	5.5	4.5	14.5

a = Labour Bureau.

b = Commissioner of Labour, Bombay.

c = Employers' Association of Northern India.

d = Labour Commissioner Mysore.

TABLE NO. XXII

PERCENTAGE OF ABSENTEEISM IN CERTAIN FACTORY INDUSTRIES,
1951—1957

Period	Engineering			Iron & Steel	Ordnance Factories	Cement Factories	Match Factories	Leather Industry
	Bombay	West Bengal	Mysore	All India	All India	All India	All India	Kanpur
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1951 Average	13.9	10.1	9.7	11.0	8.6	11.8	10.5	7.8
1952 Average	13.4	10.3	10.6	10.9	9.4	11.5	10.6	9.2
1953 Average	13.7	10.8	11.4	10.9	9.9	11.9	10.1	9.2
1954 Average	14.9	11.7	11.2	12.0	11.8	12.1	10.4	9.8
1955 Average	15.6	12.8	10.6	11.4	12.4	11.7	10.6	10.1
1956 Average	14.6	12.5	11.8	11.6	12.4	12.2	10.1	11.2
1957 Average	14.6	12.5	11.9	12.7	12.1	12.5	11.8	10.0
October 1956	11.1	15.7	9.6	12.7	10.2	10.6	7.0	9.0
November 1956	15.4	12.1	9.6	11.4	11.4	11.8	8.8	8.5
December 1956	14.4	13.4	15.5	9.8	14.3	12.8	9.2	14.5
January 1957	12.0	10.1	14.4	10.9	10.6	10.8	10.3	8.3
February 1957	14.8	11.3	12.8	11.4	12.6	14.8	14.0	8.0
March 1957 ..	13.2	11.9	12.5	11.9	12.5	12.7	13.3	8.8
April 1957 ..	14.8	12.1	16.0	12.1	12.6	13.0	12.7	8.6
May 1957 ..	10.5	16.0	12.4	13.7	15.0	14.6	15.3	11.9
June 1957 ..	20.1	21.2	16.9	16.6	18.4	18.2	17.6	16.8
July 1957 ..	13.0	14.2	10.4	15.0	13.0	13.6	11.9	14.9
August 1957	11.5	10.4	8.9	12.8	9.3	12.0	9.2	9.5
September 1957	12.2	7.8	9.1	11.4	8.3	10.2	7.2	7.9
October 1957	15.0	12.3	9.4	13.0	9.2	10.2	8.7	8.1
November 1957	13.7	10.8	8.2	12.9	10.5	9.2	11.1	8.2
December 1957	14.8	12.0	12.2	10.0	12.2	11.0	10.0	9.3

Source:—

(a) Labour Bureau.

(b) Deputy Commissioner of Labour, Bombay.

(c) Labour Commission.

(d) Labour Commission.

(e) Employers' Association, India.

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For some of the factory industries a break-up of the rate of absenteeism according to causes is available and the relevant figures are presented in the Table XXIII.

TABLE NO. XXIII
PERCENTAGE OF ABSENTEEISM CLASSIFIED BY CAUSES, 1957

Industry (1)	Sickness or accidents (2)	Social or religious causes (3)	Leave other than holidays (4)	Other causes (5)	All causes (6)
1. Textiles—					
(a) Madras State (Cotton) ..	3.5	2.0	3.6	1.9	11.0
(b) Dhariwal (Woollen) ..	0.5	..	3.5	0.8	4.8
(c) Mysore (Cotton, Woollen, Silk)	1.5	1.0	6.5	7.3	16.3
2. Engineering—					
(a) Mysore	2.8	0.8	6.0	2.3	11.9
(b) Iron & Steel (All India)	2.4	0.9	5.8	2.6	13.7
(c) Ordnance Factories (All India)	3.8	0.5	6.9	0.9	12.1
3. Cement (All India) ..	3.9	1.6	5.4	1.7	12.6
4. Match (All India) ..	4.6	0.2	2.8	4.2	11.8

The cause-wise break-up of the statistics of absenteeism needs to be interpreted with caution. Firstly, employers do not generally have proper records of absenteeism by causes. Secondly, some of the causes are not mutually exclusive. Subject to these limitations, it will be noticed that 'Leave other than holidays' accounted for the largest proportion of absenteeism in all the cases except Match industry for which "sickness or accident" was the most important cause.

Some information on absenteeism in certain selected factory-industries are also available through *ad hoc* enquiries into labour conditions in different industries conducted by the Labour Bureau. These enquiries are conducted among a few selected units of the industries, the data are collected mainly by the mail questionnaire method and usually there is a high degree of non-response. Subject to these limitations, the data for Tanneries and Leather Finishing industry relating to the year 1953, Dockyards relating to 1955 and Printing Presses and Matches industries for the year 1954 are presented in the following Tables. Detailed articles on the survey of labour conditions in these industries were published in the Indian Labour Gazette during the year 1957. The statistics show large variations from unit to unit. State to State and month to month.

TABLE NO. XXIV
PERCENTAGE OF ABSENTEEISM AMONG WORKERS IN TANNERIES AND LEATHER FINISHING INDUSTRY, 1953

Months	Bihar		Bombay		Madras									Uttar Pradesh			West Bengal		Average
	Unit		Unit		Unit									Unit			Unit		
	No. 1	No. 2	No. 1	No. 2	No. 1	No. 2	No. 3	No. 4	No. 5	No. 6	No. 7	No. 8	No. 9	No. 1	No. 2	No. 1	No. 1		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)		
January ..	9.9	8.7	8.9	11.3	33.5	17.3	11.5	20.8	5.3	1.1	11.1	8.6	20.0	10.7	8.9	3.0	14.2		
February ..	11.8	7.7	12.6	7.1	38.8	13.6	11.3	21.8	5.7	2.7	13.0	8.7	22.0	5.9	6.6	2.8	13.4		
March ..	11.0	6.5	9.2	6.5	43.5	14.2	11.2	7.7	5.3	10.2	9.1	6.9	15.5	8.9	12.3	7.7	13.9		
April ..	9.6	6.3	7.0	4.4	52.0	18.8	2.2	40.8	6.9	5.2	11.1	26.9	17.3	16.0	11.0	4.6	15.0		
May ..	15.3	12.5	10.8	4.9	34.8	28.2	6.3	23.1	33.1	5.3	9.1	13.1	26.3	17.5	16.7	4.5	18.3		
June ..	6.3	13.9	16.4	12.0	43.2	28.9	7.2	28.4	39.2	4.5	14.9	5.1	26.2	23.3	8.4	4.4	20.0		
July ..	8.0	14.0	18.9	6.7	32.0	34.7	14.4	19.0	14.5	*	9.1	8.7	24.1	20.2	4.5	2.9	19.6		
August ..	13.2	11.6	10.7	4.8	42.6	22.4	21.5	30.8	8.1	*	11.1	7.7	28.3	23.7	9.6	3.0	18.9		
September ..	10.1	6.1	10.6	6.3	29.6	16.8	8.3	30.6	8.1	13.3	9.1	7.0	13.8	11.1	5.3	2.4	12.4		
October ..	11.6	2.7	8.2	9.2	28.2	15.4	12.5	23.1	7.6	9.0	14.9	5.4	10.1	8.2	4.6	3.2	12.4		
November ..	12.0	6.2	6.8	6.7	33.4	7.3	10.9	21.0	9.8	11.7	9.1	6.6	7.3	8.0	7.5	9.4	10.8		
December ..	10.8	7.1	6.9	4.3	23.9	10.8	16.6	19.8	4.8	9.7	16.7	5.3	16.5	10.1	8.0	8.5	11.1		
Average ..	11.0	8.5	10.7	7.0	36.1	18.5	11.2	23.5	12.0	18.4	11.6	9.3	26.7	13.4	8.7	4.7	15.0		

*There was a strike in the Unit.

TABLE NO. XXV
PERCENTAGE OF ABSENTEEISM AMONG WORKERS IN DOCKYARDS DURING 1955

Unit	Jan.	Feb.	March	April	May	June	July	August	September	October	November	December	Average
ANDHRA													
Unit No. 1 ..	2.1	1.8	..	2.0	2.8	2.0	6.8	1.7	2.4	5.7	7.4	11.1	4.2
Unit No. 2 ..	..	11.0	11.0	12.2	12.3	10.2	8.5	8.0	6.3	8.2	6.6	7.3	9.2
BOMBAY													
Unit No. 1 ..	11.1	18.6	18.4	26.5	27.2	23.5	22.5	27.8	28.0	19.0	27.1	21.7	22.9
Unit No. 2 ..	9.6	12.7	14.4	15.3	21.1	11.8	11.6	11.3	12.2	12.9	17.0	18.2	11.0
Unit No. 3 ..	10.0	13.0	13.5	17.0	16.0	11.0	9.0	7.0	10.5	10.5	15.0	15.0	12.3
KERALA													
Unit No. 1 ..	2.0	3.2	2.9	2.5	4.6	6.1	5.5	5.4	5.6	5.7	5.3	6.4	4.6
MADRAS													
Unit No. 1 ..	13.5	11.2	10.2	10.5	14.4	15.0	14.2	13.4	15.6	9.8	12.5	12.8	12.8
Unit No. 2 ..	13.9	11.7	11.7	11.0	12.8	13.7	11.6	11.6	11.7	11.2	11.9	11.5	12.9
Unit No. 3 ..	23.6	31.2	26.3	28.8	27.7	29.7	24.4	26.7	25.0	27.9	29.6	19.8	28.4
WEST BENGAL													
Unit No. 1 ..	5.0	5.1	6.9	5.9	6.9	7.9	10.0	8.0	6.8	2.9	4.6	5.0	6.2
Unit No. 2 ..	9.9	9.9	9.9	9.9	9.9	9.9	9.9	9.9	9.9	9.9	9.9	9.9	9.9
Unit No. 3 ..	11.6	8.8	9.6	11.7	14.7	15.5	13.3	15.3	10.5	10.1	10.3	9.1	11.7
Unit No. 4 ..	7.1	6.9	8.8	9.9	13.4	15.0	13.7	11.4	10.2	7.7	11.3	10.7	10.5
Average ..	10.3	11.2	11.0	12.6	14.1	13.3	12.3	12.1	11.2	10.8	12.9	12.1	12.1

*Average monthly figure.

TABLE XXVI

PERCENTAGE OF ABSENTEEISM AMONG WORKERS IN PRINTING PRESS INDUSTRY 1954

State	No. of units	No. of workers	January	February	March	April	May	June	July	August	September	October	November	December	Annual
Andhra ..	1	87	3.0	7.2	1.6	9.0	6.3	3.7	4.9	6.1	6.4	4.9	5.5	6.6	5.6
Assam ..	1	115	8.0	10.2	7.2	9.5	10.5	8.9	10.3	7.6	5.3	4.9	9.4	8.1	8.3
Bihar ..	3	753	1.1	7.5	12.1	9.8	14.0	11.7	5.9	6.7	4.1	10.6	8.7	8.5	8.7
Bombay ..	14	7,029	9.0	9.0	11.6	12.4	15.9	11.8	8.7	7.5	8.9	8.8	9.4	10.3	10.3
Madhya Pradesh ..	5	286	11.1	10.8	13.1	12.2	19.2	13.1	8.7	7.6	9.7	8.4	11.0	10.0	11.3
Madras ..	8	3,143	10.0	9.2	9.6	12.6	10.9	12.4	11.7	10.9	11.7	8.9	8.1	9.8	10.5
Orissa ..	2	400	20.9	17.2	18.7	17.5	18.3	15.2	14.5	15.8	12.7	16.7	17.9	10.0	16.6
Punjab ..	1	345	9.0	9.4	13.8	16.1	12.3	12.9	10.4	8.4	8.7	12.8	11.4	11.7	11.4
Uttar Pradesh ..	2	3,891	9.2	10.0	12.5	13.4	18.5	17.0	15.1	10.0	12.6	12.1	13.6	16.4	13.5
West Bengal ..	9	2,747	12.0	12.2	14.9	13.2	14.4	13.2	14.1	11.9	11.5	14.2	12.1	13.1	13.0
Madhya Bharat ..	1	270	15.0	10.8	16.3	18.8	21.5	17.9	12.6	13.4	10.1	18.7	13.9	16.8	15.9
Saurashtra ..	1	16	5.2	11.1	12.6	12.2	25.7	21.0	12.2	8.7	25.4	24.2	14.5	24.8	13.6
Ajmer ..	1	111	8.8	9.2	11.0	10.4	18.8	9.8	7.9	6.2	12.5	15.9	10.0	12.8	19.0
Bhopal ..	1	62	6.7	8.2	9.1	10.3	10.2	11.0	19.9	15.5	13.1	3.6	9.9	14.2	11.1
Delhi ..	4	1,534	11.9	8.7	14.5	14.8	19.1	20.1	13.8	12.0	12.1	16.3	16.0	21.2	14.7

TABLE NO. XXVII
PERCENTAGE OF ABSENTEEISM AMONG WORKERS IN THE MATCH INDUSTRY, 1954

Month	Andh- ra	Assam	Bom- bay	Madh- ya Pr- desh	Madras									Uttar Pr- desh	West Bengal	Mysore †	San- rash- tra†	Tat- va- co- chin
					Unit 1	Unit 2	Unit 3	Unit 4	Unit 5	Unit 6	Unit 7	Unit 8	Unit 9	Unit 10	Unit 11			
January	..	9.7	9.5	12.5	6.1	21.8	1.3	..	21.8	1.3	1.2	5.2	2.5	15.7	3.6	..	17.9	5.1
February	..	8.7	11.7	11.8	8.1	56.1*	† 4.1	4.3	17.3	5.5	0.2	17.8	4.0	3.2	..	..	21.0	5.1
March	..	22.6	12.6	12.2	18.0	20.2	9.7	3.3	7.2	8.7	13.0	22.6	0.3	6.1	3.0	..	10.1	5.2
April	..	27.1	11.5	15.6	18.8	17.6	12.7	7.2	13.5	8.0	12.3	32.6	8.7	4.3	4.2	..	28.6	4.6
May	..	32.8	12.9	15.5	18.6	18.1	6.7	7.9	17.2	10.1	17.2	17.3	4.2	4.5	4.0	..	32.1	5.4
June	..	23.6	24.1	11.0	15.6	10.9	† 12.6	1.7	31.2	10.1	8.8	14.5	10.7	10.8	9.6	..	15.3	4.9
July	..	33.1	10.7	10.5	8.5	17.5	† 8.7	1.8	35.7	8.7	11.3	13.4	4.3	5.9	2.2	..	..	5.4
August	..	29.4	10.1	10.2	9.5	15.4	10.5	7.9	29.7	5.4	18.8	10.1	5.3	9.8	3.7	† 3.1	..	4.1
September	..	24.5	9.1	11.8	6.7	16.4	5.0	7.4	19.2	9.0	9.8	8.6	5.6	6.1	7.5	..	8.8	6.3
October	..	24.0	9.9	9.1	9.2	12.4	0.0	5.1	2.2	18.8	7.5	11.4	3.9	8.4	5.3	..	7.7	4.4
November	..	13.4	9.3	11.3	10.7	13.0	0.2	3.6	1.8	20.8	15.6	0.5	34.2	3.9	1.6	..	16.2	5.3
December	..	25.4	9.1	13.3	6.5	15.1	8.7	2.6	1.5	10.5	4.0	10.8	0.8	1.8	8.1	..	20.9	5.6
Average	..	22.6	10.9	12.1	8.3	19.8	10.3	6.2	2.3	19.5	10.1	10.2	5.7	6.6	4.3	..	13.3	5.1

*Due to strike.

†Factory was closed either completely or partly during the period for which figures have not been given.

(b) MINES

Monthly statistics of absenteeism among workers in coal mines are compiled and published by the Chief Inspector of Mines. These along with the statistics of absenteeism among workers in Kolar Gold Fields compiled by the Labour Commissioner, Mysore, are presented in the following table—

TABLE NO. XXVIII

PERCENTAGE OF ABSENTEEISM AMONG WORKERS IN MINES, 1952--1957

Period		Workers in Kolar Gold Fields*	Workers in Coal Mines†			Over-all
			Under-ground	Open Working	Surface	
(1)		(2)	(3)	(4)	(5)	(6)
1952 Average	.. ..	11.5	14.8	14.3	10.4	13.1
1953 Average	.. ..	11.6	15.0	15.1	10.8	13.5
1954 Average	.. ..	10.6	14.5	16.0	10.8	13.3
1955 Average	.. ..	13.5	15.4	16.4	11.4	14.0
1956 Average	.. ..	10.0	15.1	15.7	11.1	13.8
1957 Average	.. ..	12.2	14.8	16.5	10.6	13.7
October 1956	.. ..	9.3	15.3	14.8	10.8	13.7
November 1956	.. ..	8.4	15.1	15.8	10.9	13.8
December 1956	.. ..	9.0	14.0	13.5	10.2	12.7
January 1957	.. ..	14.8	14.1	14.8	10.5	13.1
February 1957	.. ..	22.0	13.8	15.3	10.4	12.8
March 1957	.. ..	10.2	14.6	16.3	9.2	13.1
April 1957 ..	.. ..	10.3	14.7	18.1	10.5	13.7
May 1957 ..	.. ..	11.0	14.9	17.7	11.0	13.9
June 1957 ..	.. ..	16.1	17.1	20.0	11.6	15.6
July 1957 ..	.. ..	12.7	17.4	18.6	11.5	15.5
August 1957	.. ..	11.1	15.2	17.4	11.2	14.9
September 1957	.. ..	9.6	13.8	15.4	10.2	12.8
October 1957	.. ..	10.3	15.5	15.7	11.4	14.2
November 1957	.. ..	8.9	13.5	14.8	10.1	12.6
December 1957	.. ..	8.8	13.5	14.4	10.1	12.6

*Commissioner of Labour, Mysore.

†Chief Inspector of Mines, Dhanbad.

In coal mines the overall rate of absenteeism recorded a small decline from 14.0 in 1955 to 13.8 in 1956 and further to 13.7 in 1957. The decline in 1956 was shared by all the three categories of workers while in 1957 there was a small rise in the absenteeism among the workers employed in open working. In Kolar Gold Fields the absenteeism rate declined considerably from 13.5 in 1955 to 10.0 in 1956. However, in 1957, the rate was once again higher at 12.2.

Some information on absenteeism in Iron Ore mines for the year 1956-57 is also available in respect of 20 mines and are presented in the following table:—

TABLE NO. XXIX
ABSENTEEISM AMONG WORKERS IN IRON ORE MINES FOR THE
YEAR ENDING JUNE, 1957

Serial No.	State	No. of mines supplying information	No. of workers employed therein	Percentage of Absenteeism during 1956					
				July	August	Sept.	Oct.	Nov.	Dec.
1	2	3	4	5	6	7	8	9	10
1	Andhra Pradesh	3	162*	1.38	1.61	2.02	2.14	2.25	1.51
2	Bihar	6	3,435†	6.90	7.06	6.25	5.90	6.92	6.59
3	Mysore	4	222*	4.73	11.11	6.40	9.77	4.64	1.89
4	Orissa	7	4,660†	16.77	11.45	5.50	6.06	7.13	6.51

Serial No.	State	Percentage of Absenteeism during 1957						Average for the year
		Jan.	Feb.	March	April	May	June	
1	2	11	12	13	14	15	16	17
1	Andhra Pradesh	1.56	1.92	1.00	1.82	1.57	1.74	1.72
2	Bihar	9.35	7.87	6.89	7.76	6.92	9.21	7.50
3	Mysore	5.45	12.08	8.74	12.42	9.33	12.44	9.03
4	Orissa	6.20	5.59	10.40	10.24	9.15	12.59	8.33

*Excluding contract labour.

†Including contract labour.

(c) PLANTATIONS

No reliable and up-to-date statistics are at present available in regard to absenteeism among plantation workers. Some annual figures of absenteeism in Assam Tea Plantations are now being published by the Controller of Emigrant Labour, Shillong. According to these figures the percentage of absenteeism for casual labourers (Paltu or Basti) was 28.3 for the year ending 30th September, 1956, while for settled labourers it was 19.5.

The Government of Mysore also publishes certain statistics of absenteeism in regard to plantations in Mysore State and according to this series the average rates of absenteeism were 13.2 and 20.5 in 1955 and 1957 respectively as compared to 16.9 in 1955.

7. Labour Turnover

Labour turnover measures the extent to which old employees leave employment and new employees enter into services of an organisation during a given period. Thus there are two aspects of labour turnover namely the proportion of workers who go out of employment (separation) and the proportion of workers who enter into employment (accession) in a given period of time. A monthly series of statistics relating to labour turnover is available in respect of Cotton Textiles Industry in Bombay from 1950 onwards. These statistics are collected by the Government of Bombay under the provisions of the Bombay Industrial Relations Act, 1946, from all the units of the Cotton Textile Industry in the State recognised as Cotton Textile concerns under the Act. The statistics relate to all employees excluding clerks but including the large force of 'Badlis' employed in the industry to meet the high rate of absenteeism among the permanent workers. The figures of average accession and separation rates for the years 1952 to 1957 are given in the table below. The yearly averages are the simple arithmetic means of the monthly figures.

TABLE NO. XXX

AVERAGE MONTHLY LABOUR TURNOVER RATES (PER 100 WORKERS) IN THE COTTON TEXTILE INDUSTRY IN BOMBAY STATE. 1952—1957

Year	Average rate per month for	
	Accession	Separation
1952	1.83	1.23
1953	1.26	1.03
1954	1.24	0.98
1955	1.30	0.91
1956	1.58	1.08
1957	1.54	1.39

The average accession rate declined appreciably in 1953 as compared to 1952. Thereafter there was a gradual rising trend and by 1957 the rate of accession was 1.54. The separation rate, on the other hand, showed a steady decline till 1955 but in the last two years it rose appreciably and was 1.39 in 1957.

Some information on labour turnover (proportion of separation) in some selected industries is also collected through special enquiries into labour conditions in different industries conducted periodically by the Labour Bureau. These enquiries cover a few selected units. data are obtained mainly by the mail-questionnaire method and

there is usually a large degree of non-response. Subject to these limitations, the data collected for Dockyard relating to the years 1953 and 1955, Printing Presses relating to the year 1954 and Match Industry for the years 1952 to 1954 are presented in the following tables. Detailed articles on the enquiries into labour conditions for the above industries were published in the Indian Labour Gazette during 1957.

TABLE NO. XXXI
LABOUR TURNOVER IN DOCKYARDS, 1953 AND 1955

State (1)	1953				1955		
	No. of units (2)	No. of workers (3)	No. of quits (4)	Percentage of quits (5)	No. of workers (6)	No. of quits (7)	Percentage of quits (8)
Andhra	2	3,210	977	29.6	2,807	50	3.0
Bombay	4	10,080	181	4.3	10,934	587	5.4
Kerala	1	569	4	0.7	552	1	0.2
Madras	3	2,157	56	2.5	2,550	61	2.6
West Bengal ..	5	14,315	1,080	13.8	14,284	1,139	7.9
Total	15	31,231	3,384	10.8	30,957	1,871	6.1

TABLE NO. XXXII
LABOUR TURNOVER IN PRINTING PRESS INDUSTRY, 1954

State (1)	No. of units to which information relates (2)	Number of workers employed (3)	Percentage of quits during 1954 (4)
Andhra	1	87	6.0
Assam	1	115	4.3
Bihar	3	755	2.0
Bombay	12	8,105	3.1
Madhya Pradesh ..	6	1,264	9.4
Madras	8	3,443	5.2
Orissa	3	486	3.0
Uttar Pradesh ..	4	2,000	3.0
West Bengal ..	13	4,687	4.8
Madhya Bharat ..	2	388	0.8
Rajasthan	1	51	13.7
Delhi	3	1,504	1.3

TABLE NO. XXXIII
LABOUR TURNOVER IN THE MATCH INDUSTRY, 1952-1954

State	No. of units	1952		
		No. of workers	No. of quits	Percentage of quits
1. Andhra	1	131	34	26.0
2. Assam (b)	1	1,094	68	6.2
3. Bombay (b)	1	1,901	93	4.9
4. Madras (b)	1	1,567	40	3.1
5. Madras	14	843	66	7.8
6. Uttar Pradesh (b)	1	1,447	28	1.9
7. West Bengal (b)	1	1,028	53	2.7
8. Travancore-Cochin	3	291	18	6.2
Total	23	9,202	409	4.3

State	1953			1954		
	No. of workers	No. of quits	Percentage of quits	No. of workers	No. of quits	Percentage of quits
1. Andhra	133	35	26.3	116	42	36.2
2. Assam (b)	1,079	20	2.7	1,052	33	3.1
3. Bombay (b)	1,941	84	4.3	1,895	67	3.4
4. Madras (b)	1,764	26	1.5	1,818	15	0.8
5. Madras	1,019	81	8.0	1,251	109	8.7
6. Uttar Pradesh (b)	1,458	25	1.7	1,378	22	1.6
7. West Bengal (b)	1,937	40	2.1	1,891	59	3.1
8. Travancore-Cochin	267	6	2.2	291	9	3.1
Total	9,628	329	3.4	9,795	344	3.5

(1) Reproduction of information regarding the number of workers who left the job or were discharged, dismissed or retired during 1953 in Tannery and Leather Finishing Industry were also collected by the Bureau

in respect of seventeen of the larger units—i.e. those employing 50 or more workers. According to the figures supplied by these units, 665 workers out of a total of 2,716 left the service for one reason or the other. The labour turnover rate worked out to 24.5 per cent. for the year 1954.

Some information on Labour Turnover (Separation) rates in Iron Ore Mines is also available in respect of 26 mines for the year ending 30th June, 1957 and are presented in the Table below:—

TABLE NO. XXXIV
LABOUR TURNOVER RATES IN IRON-ORE MINES FOR THE YEAR ENDING 30TH JUNE, 1957

Serial No.	State	No. of mines supplying information	Average annual company labour (other than casual)	No. of workers				Percentage of labour turnover (based on Cols. 8 and 4)
				Dis-charged	Left of their own accord	Retired or died	Total	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	3	3,860	2	650	..	652	16.9
2	Bihar	9	1,369	39	846	5	890	65.0
3	My-ore	8	343	8	32	..	40	11.7
4	Oriasa	8	2,089	46	456	13	515	24.7
	Total ..	28	7,661	95	1,984	18	2,097	27.4

In view of the unsatisfactory position regarding the availability of statistics of absenteeism and labour turnover, the Labour Bureau is taking steps to collect such statistics on a regular basis from a representative all-India sample of registered factories.

CHAPTER II

WAGES AND EARNINGS

Comments on the latest data regarding wages and earnings available in the Bureau for different employments are given under the following captions: (1) Factory industries, (2) Mines, (3) Mineral Oil, (4) Plantations, (5) Transport and Communications, (6) Ports and Docks, (7) Seamen and (8) Employments covered by the Minimum Wages Act, 1948. Under each of these broad heads, the data in respect of certain important selected industries are also discussed. A Section on Productivity has also been added at the end of this chapter.

1. Factory Industries

Information on per capita average annual earnings of factory workers for factory-industries is derived from returns collected under the Payment of Wages Act. The consolidated returns furnished under this Act by the Chief Inspectors of Factories in States show the total gross wage-bill (before any deduction) broken up by some components like basic wages, money value of concessions, cash allowances including dearness allowance, bonus and arrears and the corresponding average daily employment, by industries. By dividing the total wage-bill by the corresponding average daily employment, figures of per capita average annual earnings are derived. These figures by States and major groups of industries for the year 1953 are presented in Table No. XXXV. The figures for 1956 are available for 10 reorganised States and the Union Territory of Delhi. The corresponding information upto 1955 published in the previous issue of the Year Book, however, related to the erstwhile Part 'A' States and Part 'C' States of Ajmer, Coorg and Delhi. Because of this change in geographical coverage, the figures for 1956 are not strictly comparable with those for earlier years in most cases and generally no attempt has been made in this issue of the Year Book to trace the time-trends.

The Payment of Wages Act, as it existed in 1956, covered employees, including clerical and supervisory staff, whose monthly wages did not exceed Rs. 200 and who were employed in factories registered under Sections 2m(i) and 2m(ii) of the Factories Act, 1948 (i.e. those employing at least 10 workers, if using power and at least 20 workers, if not using power) so far as factory-industries were concerned. It may be noted that the Payment of Wages Act covers employees earning not more than Rs. 200 p.m., whereas the Factories Act covers 'workers' as defined in the Factories Act and hence the coverage of the employees under the two Acts is not strictly the same. Thus, the figures of average per capita annual earnings derived from the returns under the Payment of Wages Act are not strictly attributable to the 'workers' figures relating to 'workers' collected under the Factories Act. The term 'Wages', as used in the Payment

of Wages Act. included all remuneration capable of being expressed in terms of money, which would be payable in terms of the contract of employment, but did not include the following:—

- (a) The value of any house-accommodation, supply of light, water, etc.,
- (b) contribution paid by the employer to any pension fund or provident fund,
- (c) travelling allowances or the value of any travelling concession,
- (d) any sum paid to defray special expenses, and
- (e) any gratuity payable on discharge.

It is difficult to say how far the information regarding wages as furnished in the returns under the Payment of Wages Act, is based on a uniform interpretation of the term 'Remuneration'. It is not unlikely that one of its components, viz., computation of the cash value of concessions in kind, may not have been taken on a uniform basis.

The figures of per capita average annual earnings have been presented in Table No. XXXV only for perennial industries, because for seasonal industries such figures will vary considerably merely on account of variations in the period actually worked. Even the figures for perennial industries are subject to the variations in the number of days actually worked during a year and from year to year, though to a lesser extent. Another limitation to be borne in mind in connection with the statistics of per capita average annual earnings collected under the Payment of Wages Act is that they are based on factors submitting returns only. The table on page 60 shows the degree of non-response in different States during 1956.

Subject to the above limitations, some idea of the inter-State and inter-industry variations in per capita average annual earnings will be available from Table No. XXXV. It will be seen that during 1956 the level of per capita annual earnings was the highest (Rs. 1,526) in Assam among States, followed by Delhi Territory (Rs. 1,467), Bombay (Rs. 1,415) and Bihar (Rs. 1,236). Among the industry-groups, those having comparatively high level of per capita average annual earnings were: Products of Petroleum and Coal (Rs. 1,686), Rubber and Rubber Products (Rs. 1,502), Basic Metals (Rs. 1,488), Transport and Transport Equipment (Rs. 1,473), Electricity, Gas and Steam (Rs. 1,455), Electrical Machinery, Apparatus, etc. (Rs. 1,314), Textiles (Rs. 1,245) and Recreation Services (Rs. 1,227). There may be many reasons for the differentials mentioned above and no conclusions can be drawn without a thorough analysis of the causes and factors involved. Under the Payment of Wages Act, no information is collected on causes and factors guiding the trends and level of per capita earnings and hence a proper analysis of the above type is not possible.

In the following paragraphs the data on per capita average annual earnings in some of the important factory-industries, as collected under the Payment of Wages Act, are presented. Additional information on rates of basic wages, dearness allowance and annual bonus, to the extent that such information is available in the Bureau from various sources, e.g. Awards, Agreements, Special Surveys, etc.,

TABLE NO. XXXV
AVERAGE ANNUAL EARNINGS OF FACTORY WORKERS FOR THE YEAR 1956 BY STATES AND INDUSTRY GROUPS

Code No.	Industry	Andhra 3	Assam 4	Bihar 5	Bombay 6	Madhya Pradesh 7	Madras 8	Orissa 9	Punjab 10	Uttar Pradesh 11	West Bengal 12	Delhi 13	All States 14
23	Textiles	Rs. 800.2	Rs. ..	Rs. 761.4	Rs. 1,474.9	Rs. 878.2	Rs. 1,026.7	Rs. 1,048.9	Rs. 1,007.4	Rs. 1,032.5	Rs. 1,013.3	Rs. 1,606.8	Rs. 1,244.5
24	Footwear, other ..	384.8	..	763.7	1,051.1	..	763.5	..	1,425.9	1,217.0	1,170.5	1,076.4	1,098.1
25	Apparel, etc.	..	..	..	..	..	..	..	..	..	..	..	..
26	Wood and Cork except Furniture	145.0	860.1	305.5	850.3	801.4	492.0	657.7	822.0	656.4	848.3	1,108.4	702.2
27	Furniture and Fixtures ..	243.5	..	804.0	1,009.1	1,169.7	648.0	700.1	1,071.9	937.4	1,013.7	1,341.7	716.0
28	Paper and Paper Products ..	499.7	..	799.0	971.2	727.9	364.0	1,100.7	1,245.7	1,001.8	1,130.4	918.2	1,036.4
29	Printing, Publishing and Allied Industries	1,157.2	923.6	889.0	1,270.0	755.5	949.0	923.4	1,038.0	955.4	1,435.7	1,832.9	1,188.6
30	Leather and Leather Products	542.9	..	1,974.9	977.7	..	553.5	287.4	..	949.9	707.7	1,413.1	756.6
31	Rubber & Rubber Products	620.0	..	..	995.5	..	1,060.2	..	503.4	516.4	1,679.2	507.0	1,501.7
32	Chemicals and Chemical Products	143.6	1,464.1	803.1	1,384.7	532.7	639.0	562.8	870.6	901.7	1,130.1	994.2	980.9
33	Products of Petroleum and Coal	1,240.9	2,779.0	1,181.0	1,912.9	1,169.5	1,273.4	..	890.6	1,200.5	1,578.7	1,326.9	1,686.2
34	Non-Metallic Mineral Products	430.5	967.6	903.1	832.4	808.8	983.1	812.4	1,094.0	734.4	882.2	722.7	833.3
35	Basic Metals	667.3	804.3	1,803.8	1,316.6	1,145.3	830.5	880.9	1,046.9	719.0	1,396.4	1,027.2	1,487.9
36	Metal Products (except Machinery & Transport Equipment)	522.0	1,940.2	1,242.7	1,270.8	310.0	896.6	428.1	902.2	646.6	1,151.3	951.4	1,119.5
37	Machinery (except Electrical Machinery)	439.3	1,404.5	1,392.1	1,267.9	1,263.4	899.2	652.9	920.9	690.2	1,189.3	1,165.8	1,136.2
38	Electrical Machinery, Apparatus, etc.	300.0	..	1,437.1	1,511.1	1,329.8	809.1	..	985.8	1,315.6	1,317.2	1,308.2	1,314.4
39	Transport and Transport Equipment	1,106.4	1,596.9	1,051.9	1,736.8	996.4	1,204.1	987.1	1,021.4	1,175.8	1,406.7	2,098.7	1,473.2
40	Miscellaneous	603.7	1,857.1	584.6	1,185.7	1,089.1	739.2	951.1	820.3	1,208.2	1,436.6	1,108.9	1,169.9
41	Electricity, Gas, and Steam	902.9	1,755.5	1,252.5	1,557.4	1,169.4	1,183.1	983.4	1,278.6	1,394.2	1,615.1	1,924.2	1,453.1
42	Water and Sanitary Services	897.3	1,379.8	1,245.8	1,265.6	794.4	807.2	810.4	1,016.2	899.3	1,069.7	1,496.8	1,115.9
43	Recreation Services	..	..	..	1,353.1	..	1,127.4	..	..	..	680.0	..	1,227.4
44	Personal Services ..	301.7	..	464.3	861.8	..	407.2	398.2	..	999.3	788.0	1,457.6	465.2
23-54	All Industries	594.9	1,525.9	1,235.6	1,414.8	982.4	950.1	948.5	991.0	1,014.1	1,141.6	1,466.9	1,208.1

* N.B. — The averages for all States are on the basis of figures for 10 States and one Union Territory only.

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TABLE NO. XXXVI
NUMBER OF FACTORIES COVERED AND NUMBER OF FACTORIES SUBMITTING RETURNS UNDER THE PAYMENT OF WAGES ACT,
1936 DURING 1956

State	Factories registered under Sec. 2m(i)			Factories registered under Sec. 2m(ii)		Total Factories under Sections 2m(i) and 2m(ii)	
	Number covered	Number submitting returns		Number covered	Number submitting returns	Number covered	Number submitting returns
	2	3		1	5	6	7
Andhra	197	166	907	675
Assam	2	1	198	153
Bihar	217	233	765	746
Bombay	623	318	6,145	4,122
Madhya Pradesh	23	1	505	103
Madras	688	620	2,322	2,115
Orissa	17	11	227	134
Punjab	118	30	1,713	1,011
Uttar Pradesh	179	163	1,302	1,165
West Bengal	N.A.	N.A.	2,423	1,875
Delhi	63	48	706	561

N.B.-(i) Number of factories covered shown against Punjab are taken from the returns received under the Factories Act as these figures were not furnished in the returns under the Payment of Wages Act.
(ii) In respect of West Bengal, separate figure for Sections 2m(i) and 2m(ii) were not furnished.
N.A. means not available.

is also furnished for each of these industries. Wherever more up-to-date information than what was published in the previous issue of the Year Book is not available, the relevant Sections have generally been omitted. It may be mentioned that the available data on wages and earnings in respect of workers employed in various industries are not very satisfactory both in nature and extent and hence the Labour Bureau has initiated a Wage Census on a sample basis in July, 1958, the field work of which will continue for one year. The Wage Census will cover 44 industries in all—37 of which are factory-industries, 4 mining industries and 3 plantation industries.

This survey is designed to yield data on occupational wage rates and pay-roll earnings of a sample of individual workers in each occupation. The data will enable a proper study of wage-differentials at various levels.

(a) COTTON TEXTILE INDUSTRY

Per capita average annual earnings—According to the returns received under the Payment of Wages Act, the per capita average annual earning in the Cotton Textile Industry in all the States covered was Rs. 1,360 during 1956. The figure was Rs. 1,671 in Delhi Territory, Rs. 1,499 in Bombay State, Rs. 1,112 in Madras State, Rs. 1,069 in Uttar Pradesh, Rs. 879 in Madhya Pradesh and Rs. 854 in West Bengal.

Rates of basic wages and dearness allowance—Through questionnaires specially issued and on the basis of available material, the Labour Bureau has been collecting information on rates of minimum basic wages and dearness allowance paid at the various centres of this industry. These details are presented in the following table.

TABLE NO. XXXVII
MINIMUM BASIC WAGES AND DEARNESS ALLOWANCE IN COTTON TEXTILE INDUSTRY DURING DECEMBER, 1957

State & Centre	Minimum Basic Wage (per month)	Scale of Dearness Allowance	Amount of Dearness Allowance paid in December, 1957
1	2	3	4
<i>Bombay—</i>	Rs. A. P.		Rs. nP.
Ahmedabad ..	28 0 0	2.84 pias per point of rise above 73 in the Ahmedabad Consumer Price Index Number.	71.92
Baroda ..	26 0 0	90 per cent of the Ahmedabad scale of Dearness Allowance.	64.74
Bombay ..	30 0 0	1.9 pias per day per point of rise above 105 and upto 324 in the Bombay City Consumer Price Index Number. This allowance is increased by 5% when the Consumer Price Index Number for Bombay is between 325 and 335; by 7½% when it is between 335 and 350 and by 10% when it is between 350 and 400.	78.70

TABLE NO. XXXVII—contd.

1	2	3	4
Bombay—contd.	R. A. Ps.		Rs. nP.
Nagpur ..	26 0 0	1-1 pies per day per point of rise above 100 in the Nagpur Consumer Price Index Number.	53-04
Sholapur ..	26 0 0	1-75 pies per point of rise above 73 in the Sholapur Consumer Price Index Number.	60-58
Madhya Pradesh—			
Indore ..	30 0 0	3½ annas per month per point rise for the first 30 points above 100 and 3 annas per point thereafter in the quarterly average of the Consumer Price Index Numbers for Bombay, Ahmedabad and Sholapur.	56-44
Madras ..	26 0 0 and 39 0 0	For the mills situated in larger centres. 3 annas per month per point of rise above 100 in the Madras City Consumer Price Index Number and for the mills situated in the smaller centres, its rate is 2½ annas.	54-37 (for Madras city only)
Mysore—			
Bangalore ..	16 4 0 to 24 0 0	3 annas per point of rise above 100 in the Consumer Price Index Number for Bangalore.	53-81
Rajasthan—			
Beawar (Ajmer)	30 0 0	Rs. 30 per month (Flat rate)	30-00
Bijainagar (Ajmer).	30 0 0	Rs. 26 per month	26-00
Uttar Pradesh—			
Kanpur ..	30 0 0	Kanpur Consumer Price Index Number .. 100 126 201 301 401 501 601 to to to to to to to 125 200 300 400 500 600 700	57-31
		(Rate in annas per month per point rise) Nil 3-0 2-8 2-7 2-5 2-3 2-0	
West Bengal—			
All Centres ..	20 2 5	Rs. 30 per month (Flat rate)	30-00
Delhi ..	30 0 0	Rs. 44-12-0 per month for the rise of first 20 points in the Delhi Consumer Price Index Number with 1944=100 and 4-37 pies per point rise above 120.	61-25

Under an Award, the minimum basic wage of unskilled workers employed in the Buckingham and Carnatic Mills Ltd., Madras, was increased from Rs. 28 p.m. to Rs. 30 p.m. According to a five-year

agreement reached between the managements of the textile mills in Coimbatore area and Madura Mills Co., and their employees during September, 1956 the lowest basic wage of an unskilled worker was fixed at Rs. 30.06 NP. per month in Coimbatore area and Rs. 30 p.m. for the Madura Mills Co., employees at Madurai, Tuticorin and Ambasamudram. A minimum basic wage of Rs. 26 p.m. and dearness allowance of Rs. 28 p.m. at a flat rate, as against the previous basic wage of Rs. 22 p.m. and dearness allowance at the rate of 75 per cent of basic wage, were granted to the unskilled workers in the Jaipur Spinning and Weaving Mills Ltd., Jaipur (Rajasthan). A minimum consolidated wage of Rs. 54 (Rs. 28 as basic wage and Rs. 26 as dearness allowance) was also awarded for the unskilled workers in certain textile mills in Amritsar. In the Punjab Cotton Mills, Bhiwani, the minimum wage of unskilled workers was increased from Rs. 24 to Rs. 26 p.m.

Bonus—An agreement reached between the Millowners' Association, Bombay and the Rashtriya Mill Mazdoor Sangh, Bombay provides for the payment of bonus to the Cotton Textile workers of Bombay ranging from 15 days' to 3 months' basic wages for every year from 1953 to 1957 depending upon available surplus of profits. A similar agreement was made between the Ahmedabad Millowners' Association and the Textile Labour Association for this period. Some details of annual profit bonus given by awards of the Industrial Tribunals (or agreements) in some of the centres of Cotton Textile Industry, are given below:—

State/Territory (1)	No. of Units (2)	Bonus (3)
Madras	1	One-third of basic earnings for 1955.
	1	Four months' basic wages for 1956.
	1	20-1/6% of basic earnings for 1953-54.
Madhya Pradesh	2	1/8th and 3/8th of basic wages for 1955.
	2	1/16th and 5/48th of basic wages for 1956.
	1	One month's basic wages for 1956-57.
Punjab	1	5 weeks' wages for 1955.
Delhi	1	4½ months' wages for 1956.

(b) JUTE TEXTILE INDUSTRY

Per capita average annual earnings—According to the returns received under the Payment of Wages Act, the per capita average annual earning in the Jute Textile Industry was Rs. 1,035 during 1956. The figures for different States were Rs. 1,046 for West Bengal, Rs. 923 for Andhra Pradesh, Rs. 905 for Bihar and Rs. 844 for Uttar Pradesh.

(c) WOOLLEN TEXTILE INDUSTRY

Per capita average annual earnings—According to returns received under the Payment of Wages Act, the per capita average annual earning in the Woollen Textile Industry was Rs. 1,025 in 1956. The figures for different States were Rs. 1,169 in Bombay State, Rs. 1,072 in Uttar Pradesh, Rs. 968 in Punjab, Rs. 688 in West Bengal.

(d) SILK TEXTILE INDUSTRY

Per capita average annual earnings—According to returns received under the Payment of Wages Act, the per capita average annual earning in the Silk Textile Industry was Rs. 1,218 during 1956. The figures for different States were Rs. 1,317 in Bombay State, Rs. 1,175 in Delhi Territory, Rs. 1,023 in Punjab, Rs. 646 in Uttar Pradesh, Rs. 616 in West Bengal and Rs. 515 in Bihar.

Bonus—Available details regarding bonus paid in the Silk Textile Industry during 1956-57 are given below:—

State (1)	Unit No. (2)	Quantum of Bonus paid (3)
Bombay	I	3.24 per cent of basic earnings for the year 1954-55.
	II	1/6th of basic wages for 1956.
	III	1/48th of annual basic earnings (exclusive of dearness allowance) for each of the years 1954 and 1955.

(e) BASIC METAL (FERROUS) INDUSTRY

Per capita average annual earnings—Popularly this industry is known as the Iron and Steel Industry. The per capita average annual earning in this Industry, according to returns received under the Payment of Wages Act, was Rs. 1,518 during 1956. The figures for different States were Rs. 1,960 in Bihar, Rs. 1,406 in Bombay, Rs. 1,382 in West Bengal, Rs. 1,145 in Madhya Pradesh, Rs. 1,045 in Punjab and Rs. 1,027 in Delhi Territory.

Rates of basic wages and dearness allowance—According to a settlement reached between the management and employees of the Tata Iron and Steel Co., Jamshedpur on 8th November, 1957, an *ad hoc* increase of (i) As. -/4/- in basic wages of workers drawing less than Rs. 3 per day and (ii) Rs. 6/8/- for monthly rated staff (including clerical staff and typists drawing upto Rs. 140 p.m.) drawing upto Rs. 75 p.m. was given. Under an agreement reached between the management and employees of the Mysore Iron and Steel Works, Bhadravati, minimum wage for a male adult worker was fixed at Re. 1 per day. For boys and women, the grade of pay fixed was Re. 0-10-0/0-1-0/Re. 1 per day.

Bonus—The management of the Mysore Iron and Steel Works, Bhadravati and the representatives of the Mysore Iron and Steel Labourers' Association arrived at an agreement on November 26,

1956 for a period of five years commencing from November 1, 1956 on the question of bonus. According to the terms of agreement, bonus to the employees of the Iron and Steel Works was to be paid according to the following scales:—

Net Profits (1)	Amount of Annual bonus (2)
Below 5% of capital	Nil
Between 5% & 7% of capital	1/12th of total earnings*.
Between 7% & 9% of capital	1/6th of total earnings*.
Above 9% of capital	1/4th of total earnings*.

*Exclusive of dearness allowance and other allowances.

(f) PRINTING, PUBLISHING AND ALLIED INDUSTRIES

Per capita average annual earnings—The per capita average annual earnings in the Printing, Publishing and Allied Industries were Rs. 1,189 during 1956, according to the returns received under the Payment of Wages Act. The figure was Rs. 1,853 in Delhi Territory, Rs. 1,436 in West Bengal, Rs. 1,270 in Bombay State, Rs. 1,157 in Andhra Pradesh and Rs. 1,038 in Punjab.

Rates of basic wages and dearness allowance—During 1956-57, compositors in 7 Printing Presses in Assam were awarded a minimum wage of Rs. 35 p.m. The unskilled workers employed by the 'Hindu', Madras, were granted a basic wage of Rs. 27 p.m. and dearness allowance of Rs. 45 p.m. The minimum basic pay of workmen (other than those employed on folding) was fixed at Rs. 30 p.m. in 5 Presses in Kerala and workers engaged on the folding work were granted an increase of 15 per cent, in the existing piece-rates.

Bonus—Available details of bonus granted in this Industry during 1956-57 are given below:—

State (1)	Unit No. (2)	Bonus paid (3)
Bombay	I	1/6th of basic salary for 1953-54.
Kerala	I	1½ months' wages for 1954-55.
	II	(i) 2½% of earnings for 1952-53, 1953-54 and 1954-55. (ii) 6½% of earnings for 1955-56.
Madras	I	One month's basic wages for 1955-56.
Uttar Pradesh	I	1/12th of basic annual earnings for 1954-55.
West Bengal	I	One month's basic wages for 1955-56.
Delhi Territory	I	6 days' wages for each of the years 1953 to 1957.
	II	One month's earnings for 1955-56 and 1956-57.

(g) PAPER AND PAPER PRODUCTS INDUSTRY

Per capita average annual earnings—According to the returns received under the Payment of Wages Act, the per capita average annual earning in the Paper and Paper Products Industry was Rs. 1,036 during 1956. The figure was Rs. 1,246 in Punjab, Rs. 1,130 in West Bengal, Rs. 1,101 in Orissa and Rs. 1,002 in Uttar Pradesh.

Rates of basic wages and dearness allowance—A minimum consolidated wage of Rs. 65 p.m. was awarded to the unskilled workers employed in Gopal Paper Mills, Yamunanagar, during the period under report.

Bonus—Details regarding bonus paid during 1956-57 are given below:—

State (1)	Unit No. (2)	Bonus paid (3)
Bombay	I	1/45th of the total basic earnings (exclusive of overtime and all other allowances) for 1954-55.
Punjab	I	Additional bonus : (i) at the rate of 5/24th of earnings to unskilled workers (ii) at the same rate, but excluding compensatory allowance, to the rest, for 1955.
Uttar Pradesh	I	1/3rd of annual basic earnings for 1955.

(h) SUGAR INDUSTRY

Per capita average annual earnings—According to the returns received under the Payment of Wages Act, the per capita average annual earning in the Sugar Industry was Rs. 932 for all the States covered during 1956. The figure was Rs. 1,522 in Punjab, Rs. 1,330 in West Bengal, Rs. 977 in Madras, Rs. 924 in Uttar Pradesh and Rs. 918 in Bihar.

Bonus—Bonus was paid by 22 sugar mills in Bihar during 1957 either as a consequence of mutual settlements or conciliation proceedings. The amount of bonus paid varied from 15 days' wages to 61 days' wages.

(i) GLASS INDUSTRY

Per capita average annual earnings—According to the returns received under the Payment of Wages Act, the per capita average annual earning in the Glass Industry was Rs. 755 during 1956. The figure was Rs. 942 in Bihar, Rs. 859 in Punjab, Rs. 823 in West Bengal, Rs. 772 in Bombay State, Rs. 719 in Uttar Pradesh and Rs. 700 in Delhi Territory.

(j) MATCH INDUSTRY

Per capita average annual earnings—According to the returns received under the Payment of Wages Act, the per capita average annual earning in the Match Industry was Rs. 913 during 1956. The figure was Rs. 2,056 in Bombay State, Rs. 1,464 in Assam, Rs. 1,415 in West Bengal and Rs. 1,359 in Uttar Pradesh.

(k) CEMENT INDUSTRY

Per capita average annual earnings—According to the returns received under the Payment of Wages Act, the per capita average annual earning in the Cement Industry was Rs. 1,205 during 1956. The figure was Rs. 1,475 in Bihar, Rs. 1,332 in Bombay State, Rs. 1,318 in Uttar Pradesh, Rs. 1,208 in Madras State, Rs. 1,170 in Orissa and Rs. 1,155 in Punjab.

Rates of basic wages and dearness allowance—During the period July–October, 1957, three-year agreements were reached between the employers and employees of 6 cement factories owned by the A.C.C. Ltd., regulating the rates of wages, dearness allowance and house rent allowance of workers in these factories. Details are given below:—

I. Wages—The existing grades of wages of employees in all the 6 cement factories have been revised as follows:—

Grade (1)			Wage Scales of daily-rated workers (2)	
			Rs.	
'A'	..	..	..	3.75—0.25—0.00
'B'	..	..	..	2.56—0.20—3.96
'C'	..	..	..	1.02—0.15—2.82
'D'	..	..	..	1.25—0.08—1.81
'E'	..	..	..	1.00—0.05—1.50

II. Dearness Allowance—The rates of dearness allowance in these factories have been fixed as shown below:—

Name of the Factory (1)	Rate of Dearness Allowance (2)	Remarks (3)
Banmore Cement Works, Banmore (M.P.).	Rs. 1-2-6 per day (Rs. 1/2/- as dearness allowance in cash and 6 pies as monetary equivalent of grain concessions) for 151 points which is the 1956 average of the Jabalpure Consumer Price Index Number with base 1944=100. 11.6 nP. for every rise or fall of 5 points in the Consumer Price Index Number from 151 of this centre.	....
Kymore Cement Works, Kyzore, (M.P.).	Rs. 1.12 nP. per day plus existing grain concession allowance.	The skilled and semi-skilled workers in Grades A, B, C & D (and all the other workers who are at present getting this benefit) will draw this dearness allowance in addition to 12½ per cent of their basic wage.

1	2	3
Bhupendra Cement Works (including Malla Quarries, Surajpur, Punjab).	Increase or decrease at the rate of 6 nP. per unit of 3 points from 100 of the Ludhiana Consumer Price Index Number with base 1944=100. (Surajpur Index Number as and when it is available).	The skilled and semi-skilled worker in Grade A, B, C, & D (and all the other workers who are at present getting this benefit) will draw this dearness allowance in addition to 12½ per cent of their basic wage.
Chaibasa Cement Works, (including Rajanka Lime-stone Quarries, Jhinkpani, Bihar).	The scheme of dearness allowance awarded by the Supreme Court will continue with the modification that with effect from 1st December, 1957 the basic dearness allowance will be raised from Rs. 12 6 to Rs. 1-19 nP.	....
Shahabad Cement Works, (including Shahabad Lime-stone Quarries, Shahabad, Mysore).	Increased dearness allowance at the rate of Rs. 33 8/- p.m. (existing rate is Rs. 30 p.m.).	....
Sindri Cement Works, Sindri (Bihar).	Increased dearness allowance of Rs. 23 p.m. including food-grains allowance as against the dearness allowance of Re. 1 per day and foodgrains allowance of Rs. 3 per month. D.A. will be linked to Jharia Consumer Price Index Number (base 1944=100) at the rate of 4-9 nP. for every rise or fall of 4 points from 100.	Skilled and semi-skilled daily rated workers in Grades A, B, C and D will be eligible, as before, to draw a dearness allowance equal to 12½ per cent of their basic wage in addition to dearness allowance in column 2.

III. House Rent Allowance—All permanent workers employed in these six factories will be paid Rs. 2 p.m. as house rent allowance in case they are not provided with quarters.

Bonus—Particulars regarding bonus awarded during 1956-57, available in the Labour Bureau are as follows:—

State (1)	Unit No. (2)	Bonus (3)
Bombay	I	1/3rd of basic wages or pay for 1953-54.
	II	½th of annual basic wages for 1951-52.
	III	1/3rd of basic wages for 1953-54 to employees drawing wages upto Rs. 500 p.m.

(1) SHELLAC INDUSTRY

Rates of Wages—The Labour Bureau conducted in 1957 an enquiry into labour conditions in the Shellac Industry covering 104 units. This industry is covered under the Minimum Wages Act and the minimum rates of wages fixed thereunder are given in the table on the next page.

TABLE NO. XXXVIII

MINIMUM RATES OF WAGES FIXED UNDER THE MINIMUM WAGES ACT, 1948 IN THE SHELLAC INDUSTRY

Category of workers	Bihar	Madhya Pradesh	Uttar Pradesh	West Bengal
1	2	3	4	5
Karigars ..	Rs. 2-37 to Rs. 2-75 per maund of seed lac	Rs. 3-37 per maund of seed lac.	..	Rs. 2-53 for 45 seers of seed lac in Jhalda and 40 seers in other places.
Belwuiyas ..	Rs. 1-62 to Rs. 2-00 per maund of seed lac	Rs. 2-50 per maund of seed lac.	..	Rs. 1-87
Phervuiyas ..	Re. 1-00 to Rs. 1-25 per maund of seed lac	Rs. 1-12 per maund of seed lac.	..	Re. 1-00
Rangkarhiya/Mojandar/ Ghasindar (washers).	Rs. 1-25 per day or 25 nP. per 20 seers of washed and wet seed lac or Re. 0-41 per full basket of 24 seers of dried seed lac or Re. 0-47 for 35 seers of unwashed seed lac.	Re. 0-60 per maund of seed lac.	..	Rs. 1-25 per day or Re. 0-25 per basket of 20 seers of washed and wet seed lac.
Crushers/Bhangandars	Rs. 1-25 per day or Re. 0-31 per maund of seed lac.	..	..	Rs. 1-25 per day.
Tailor/Khalifa	Re. 0-28 per Bhatta or Re. 0-91 per Bhatta with own machine, and Re. 0-16 per Bhatta with employer's machine.	Re. 0-31 per Bhatta	..	Re. 0-28 per Bhatta using own machine and Re. 0-16 per Bhatta using employer's machine.
Kamins (Women workers)	Re. 1-00 per day or Re. 0-50 per maund of clean and finished seed lac.	Re. 0-72 per day	Re. 1-00 per day for all daily-rated employees.	Re. 1-00 per day or Re. 0-50 per maund of clean and finished seed lac.
Un-skilled labour ..	Rs. 1-25 per day	Re. 0-97 per day	..	Rs. 1-25 per day.

NOTE.—In the Bhandara District, wages fixed by the Madhya Pradesh Government prior to Re-organisation of States continue to apply. Hence no separate data for Bombay State where Bhandara is now located have been given.

TABLE NO. XXXIX
AVERAGE DAILY EARNINGS OF WORKERS IN JANURAY, 1957 IN THE SHELLAC INDUSTRY

AVERAGE DAILY EARNINGS OF WORKERS IN JANURAY, 1957 IN THE SHELLAC INDUSTRY												
State	District	No. of units	Skilled				Semi-skilled			Others (family, or fireman or Supervisor)	Un-skilled	
			Karigar	Meehanio	Bhangandar	Belwainya	Phorwaiya	Rangakachiyas	Khalife (Tailor)		Adult Males (Patila & Mazdoor)	Adult Females (Kamin)
1	2	3	4	5	6	7	8	9	10	11	12	13
		Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
		8	2.82	1.50	1.57	1.95	1.06	1.71	3.35	1.35	1.51	1.25
		5	2.60	2.08	1.32	1.47	1.13	2.03	1.88	1.13	1.54	1.00
		1	3.23	..	2.97	2.34	1.55	2.53	6.36	..	..	1.00
Bihar	..	9	2.53	2.04	1.21	1.87	1.00	1.32	2.02	2.00	1.50	1.00
	
	
	
	
Bombay Madhya Pradesh	..	23	2.75	2.06	1.51	1.90	1.12	1.63	2.75	1.56	1.31	1.05
	
		8	4.21	..	1.14	3.36	1.60	3.05	5.13	..	1.26	0.87
		1	..	..	1.36	..	..	2.73	..	..	1.21	0.85
		1	2.98	..	0.80	2.33	0.88	2.10	2.70	..	1.08	0.75
..	..	10	..	..	0.91	..	..	2.10	..	..	1.00	0.83
	
		12	2.08	..	1.03	2.33	0.88	2.32	2.70	..	1.00	0.83
	
	
Uttar Pradesh West Bengal	..	7	2.50	..	1.08	2.00	1.00	1.37	2.46	..	1.37	1.00
		1	2.50	..	1.56	1.75	1.08	..	3.76	..	1.19	0.86
		38	2.64	3.15	1.24	1.89	1.00	1.76	2.82	2.14	1.31	1.05
	
	
..	Average	39	2.64	3.15	1.46	1.80	1.01	1.16	2.86	2.14	1.31	1.04
	
..	Over-all Average	89	2.93	2.75	1.39	2.16	1.13	2.07	3.15	1.81	1.25	0.97
	

N.B.—The over-all average is on the basis of figures for 5 States.

The workers in this industry did not get any allowances, etc., apart from wages, except in two mechanised units in Calcutta. The practice of giving profit bonus or any other type of bonus did not seem to exist anywhere.

Earnings—Average daily earnings of workers in different occupations and States, as collected in the course of the enquiry, are presented in Table No. XXXIX.

It will be seen that average daily earnings of unskilled men workers varied from Rs. 1.08 in Madhya Pradesh (Bilaspur) to Rs. 1.54 in Bihar (Palamau and Ranchi).

(m) COTTON GINNING AND BALING INDUSTRY

Rates of Wages—The Labour Bureau conducted in 1957 an enquiry into labour conditions in selected units of the Cotton Ginning and Baling Industry. The rates of basic wages and dearness allowance of the lowest paid worker, as furnished by 76 units in response to the Bureau's enquiry, are presented in Table No. XL.

A perusal of the table would show that out of the 76 units, only 21 paid separate dearness allowance to their employees. Among these units, 7 in Madras linked it to the Consumer Price Index Number for Madras City. It was paid at the rate of As. 3 per point above 100 in 6 units and As. 1½ to As. 2½ per point above 100 in another. The remaining units paid dearness allowance at a flat rate. Fifty five units paid consolidated wages to their employees.

Due to the unorganised nature of the industry, the Governments of Bombay and Madhya Pradesh had extended the provisions of the Minimum Wages Act, 1948 to the industry and fixed the minimum rates of wages for various categories of workers employed therein. The rates fixed for the lowest paid workers are given below:

State (1)	Category of workers (2)	Minimum wages (All-inclusive) (3)
Bombay	Unskilled (light) ..	Rs. 27-8-0 to Rs. 60 p.m. (varying with zones).
Madhya Pradesh ..	Gin Foeder	Rs. 1 to Rs. 1-2-0 per day (varying with zones).

Earnings—The range of monthly emoluments per worker by States and occupations during January 1956, as collected in the course of the Bureau's enquiry, is shown in Table No. XLI.

Index of Earnings for Factory-Employees covered by the Payment of Wages Act

The Labour Bureau has been compiling a series of Index of Money Earnings of Factory Workers for All-India and Individual States on the basis of data obtained under the Payment of Wages Act, 1936. The series was at first compiled with the year 1939 as base. This series was later on discontinued and a fresh series was introduced with the year 1951 as base. The details and method adopted in the compilation of the series are fully described in the February.

TABLE NO. XL

BASIC WAGE AND DEARNESS ALLOWANCE OF THE LOWEST-PAID WORKER
(ON THE BASIS OF 26 WORKING DAYS IN A MONTH) IN JANUARY, 1956
IN COTTON GINNING AND BALING INDUSTRY

State	No. of units	Range of monthly basic wage	Range of monthly dearness allowance	Total
(1)	(2)	(3)	(4)	(5)
		Rs. nP.	Rs. nP.	Rs. nP.
Andhra	2	19.50 to 30.00 ..	9.75 to 45.00 (Flat rate).	29.25 to 75.00
	1	16.25 (For women workers).	4.87 (For women workers).	21.12 (For women workers).
Assam	1	26.00 (Consolidated).	..	26.00
	12	19.75 to 55.00 (Consolidated).	..	19.75 to 55.00
Bombay	5	19.75 to 36.25 (for males)	..	19.75 to 36.25
		19.75 (for females) (Consolidated)	..	19.75 (For females)
Madhya Pradesh ..	5	16.25 to 35.75 (Consolidated)	..	16.25 to 35.75
	3	11.00 to 35.00	5.00 to 21.00	16.00 to 56.00
	5	32.50 (Consolidated)	..	32.50
Madras	7	20.00 to 32.00	43.87 (Linked to Madras Consumer Price Index Number at the rate of As. 1/6 to As. 2/6 in one unit and As. 3 in 6 units, per point rise above 100).	63.87 to 75.87
	6	13.00 to 32.50	9.50 to 30.00	22.50 to 62.50

TABLE NO. XL—contd.

State	No. of units	Range of monthly basic wage	Range of monthly dearness allowance	Total
(1)	(2)	(3)	(4)	(5)
		R . nP.		R . nP.
Punjab	2	22.75 to 52.00 (Consolidated)	..	22.75 to 52.00
Rajasthan	5	26.00 to 56.00 (Consolidated)	..	26.00 to 56.00
	1	36.00	20.00 (Flat rate)	56.00
Uttar Pradesh	2	26.00 to 30.00 (Consolidated)	..	26.00 to 30.00
	1	25.00	20.00 (Flat rate)	45.00
West Bengal	1	42.25 (Consolidated)	..	42.25
Bhopal	4	19.50 to 39.00 (Consolidated)	..	19.50 to 39.00
		20.75 to 24.00 (Consolidated) (For women work- ers).	..	20.75 to 24.00 (For women work- ers).
Hyderabad	5	19.50 to 39.00 (Consolidated)	..	19.50 to 39.00
		20.75 to 26.00 (Consolidated) (For women work- ers).	..	20.75 to 26.00 (For women work- ers).
Kutch	2	26.00 (Consolidated)	..	26.00
Madhya Bharat	5	16.25 to 45.00 (Consolidated)	..	16.25 to 45.00
Saurashtra	1	22.75 (Consolidated)	..	22.75

TABLE NO. XLI
STATEWISE RANGE OF MONTHLY EMOLUMENTS FOR DIFFERENT CATEGORIES OF WORKERS DURING JANUARY, 1956 IN THE COTTON GINNING AND BALING INDUSTRY

Categories of workers	Andhra	Assam	Bihar	Bombay	Madhya Pradesh	Madras	Punjab	Rajasthan	Uttar Pradesh	West Bengal	Bhopal	Hyderabad	Madhya Bharat	Saurashtra	Kutch
	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
Mukaddam—															
Minimum	65.00	..	..	26.00	21.00	..	90.00	39.00	..	..	39.00	45.00	26.00	32.00	67.00
Maximum	..	..	..	150.00	80.00	..	..	..	..	..	..	60.00	52.00	..	..
Mukaddam—															
Minimum	..	..	..	20.00	21.00	32.50	78.00	39.00	..	..	21.12	32.50	26.00	28.00	39.00
Maximum	..	..	..	52.00	40.00	30.00	..	..	..	..	32.50	36.00	32.50	39.00	..
Gun Feeder—															
Minimum	26.00	32.50	..	10.25	13.00	14.62	19.50	16.25	20.00	32.50	19.50	19.50	19.50	19.50	32.50
Maximum	112.12	..	..	90.00	80.00	21.12	24.00	100.00	..	42.25	39.00	22.50	100.00	22.75	..
Cotton Seed Picker—															
Minimum	10.00	..	..	19.50	14.62	..	20.00	16.25	..	..	21.12	16.25	20.87	32.00	16.00
Maximum	35.75	..	..	45.70	27.51	..	32.50	19.50	..	..	32.50	19.50	31.00	..	26.00
Kapsa Picker—															
Minimum	19.50	..	..	16.25	13.00	13.00	26.00	16.25	..	..	22.75	16.25	19.50	28.00	32.00
Maximum	24.37	..	..	48.75	32.50	16.25	39.00	20.25	..	..	32.50	19.50	52.00	..	..
Kapsa Carrier—															
Minimum	16.25	..	..	19.50	17.87	16.25	32.00	32.50	..	..	39.00	32.50	31.25	32.50	32.00
Maximum	35.75	..	..	48.50	58.70	30.00	65.00	78.00	..	..	52.00	50.12	75.00	43.50	..

TABLE NO. XLI—concl'd.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
Per Attendance—															
Minimum ..	55.50	..	..	50.00	50.00	35.00	65.00	65.00	50.00	..	00.00	70.00	55.00	70.00	65.00
Maximum ..	100.00	..	..	140.00	90.00	..	110.00	..	52.00	..	..	100.00	78.00	..	136.00
Basic Price—															
Minimum ..	61.00	60.00	..	60.00	70.00	30.00	85.00	53.00	50.00	135.00	00.00	31.00	45.00	70.00	65.00
Maximum ..	..	..	..	150.00	120.00	120.00	115.00	104.00	52.00	..	90.00	70.00	100.00	140.00	117.00
Carpenter—															
Minimum ..	..	85.00	..	38.19	17.00	35.00	120.00	50.00	78.00	135.00	76.00	50.00	50.00	80.00	117.00
Maximum ..	..	100.00	..	125.00	80.00	30.00	..	60.00	80.00	..	78.00	70.00	84.00	95.00	..
Watchman—															
Minimum ..	18.00	50.00	..	26.00	33.00	20.00	45.00	30.00	50.00	65.00	30.00	23.00	25.00	40.00	58.50
Maximum ..	31.00	..	..	65.00	55.00	85.00	65.00	70.00	..	..	37.00	45.00	39.00	50.00	..
Fireman—															
Minimum ..	45.50	..	..	30.00	37.00	35.00	80.00	52.00	50.00	130.00	60.00	50.00	40.00	70.00	58.50
Maximum ..	58.50	..	..	100.00	60.00	00.00	120.00	78.00	52.00	..	..	75.00	52.00	90.00	..
Oilman—															
Minimum ..	24.00	45.00	..	26.00	32.00	24.00	60.00	48.75	39.00	..	35.00	26.00	35.00	45.00	52.00
Maximum ..	45.50	..	..	60.00	55.00	45.50	70.00	61.75	45.00	..	40.00	50.00	50.00	60.00	..

1953 and October 1953 issues of the Indian Labour Gazette and have also been broadly discussed in the previous issue of the Year Book. It has been stated earlier that the geographical coverage of the statistics materially changed in 1956 owing to re-organisation of States. This means that a new series of Index Numbers will have to be started from 1956. However, in order to link up the new series with old, it is necessary to carry forward the old series to 1956 in spite of the change in the coverage of the statistics. This has been done and the Index Numbers of Money Earnings (Base 1951=100) for all industries together are presented in column (2) of Table No. XLII given below:

TABLE NO. XLII
INDEX NUMBERS OF EARNINGS (ALL-INDIA—1951—56)
(Base: 1951=100)

Year	Index Number of Money Earnings Base 1951=100	All-India Working Class Consumer Price Index Number Base shifted to 1951=100	Index Number of Real Earnings Base 1951=100
(1)	(2)	(3)	(4)
1951	100	100	100
1952	107	98	109
1953	108	101	107
1954	108	96	113
1955	113	91	124
1956	115	100	115

N.B.—The line drawn between 1955 and 1956 in columns (2) and (4) indicates that the figures for 1956 are not strictly comparable with those of earlier years because of the change in the geographical coverage of the statistics.

In column (3) of the above table the All-India Average Working Class Consumer Price Index Numbers on base shifted to 1951=100 are presented and in column (4) the Index of real earnings (base: 1951=100) are derived by dividing the figure in column (2) by the corresponding figure in column (3) and then multiplying by hundred.

2. Mines

(a) COAL MINES

Rates of Wages—During 1956, the All-India Industrial Tribunal gave its Award in respect of wages, etc., in collieries in India. An appeal was preferred against this Award before the Special Bench of the Labour Appellate Tribunal which gave its decision in January 1957. Salient features of these two Awards were incorporated in the previous issue of the Year Book (pp. 87—91).

Earnings—The average weekly earnings of certain categories of workers in the important coalfields are shown in the table given on the next page.

SURFACE—													
Men—		11	12	13	14	15	16	17	18	19	20	21	22
1931	..	11	12	13	14	15	16	17	18	19	20	21	22
1932	..	13	14	15	16	17	18	19	20	21	22	23	24
1933	..	14	15	16	17	18	19	20	21	22	23	24	25
1934	..	14	15	16	17	18	19	20	21	22	23	24	25
1935	..	14	15	16	17	18	19	20	21	22	23	24	25
1936	..	10	12	13	14	15	16	17	18	19	20	21	22
1937	..	20	21	22	23	24	25	26	27	28	29	30	31
Women—		8	9	10	11	12	13	14	15	16	17	18	19
1931	..	8	9	10	11	12	13	14	15	16	17	18	19
1932	..	8	9	10	11	12	13	14	15	16	17	18	19
1933	..	8	9	10	11	12	13	14	15	16	17	18	19
1934	..	8	9	10	11	12	13	14	15	16	17	18	19
1935	..	8	9	10	11	12	13	14	15	16	17	18	19
1936	..	13	14	15	16	17	18	19	20	21	22	23	24
1937	..	17	18	19	20	21	22	23	24	25	26	27	28
Overall—		14	15	16	17	18	19	20	21	22	23	24	25
1931	..	14	15	16	17	18	19	20	21	22	23	24	25
1932	..	15	16	17	18	19	20	21	22	23	24	25	26
1933	..	16	17	18	19	20	21	22	23	24	25	26	27
1934	..	15	16	17	18	19	20	21	22	23	24	25	26
1935	..	15	16	17	18	19	20	21	22	23	24	25	26
1936	..	19	20	21	22	23	24	25	26	27	28	29	30
1937	..	21	22	23	24	25	26	27	28	29	30	31	32

* The average for the Indian Union is on the basis of figures for 8 states.

N.A. means not available.

† Andhra Pradesh.

Bonus—Workers in the Coal Mines in Bihar, West Bengal, Madhya Pradesh, Rajasthan and Orissa are entitled to an annual bonus upto 4 months' basic wages subject to conditions pertaining to attendance being satisfied. Details regarding the actual amount of bonus disbursed during 1956-57 in the collieries, which furnished the requisite information, are given in Table No. XLIV.

(b) MICA MINES

Rates of Wages—Under the Minimum Wages Act, 1948, minimum rates of wages for workers in Mica Mines have been fixed in the States of Andhra, Bihar, Madras and Rajasthan (including Ajmer). The minimum wages (inclusive of dearness allowance) thus fixed for men workers are Re. 1/- per day in Andhra Pradesh and Madras (Rs. 1-2-0 to Rs. 1-6-0 in Mica factories), Rs. 1/2/- per day or Rs. 30 p.m. in Rajasthan and Rs. 1/8/- per day or Rs. 45/- per month in Ajmer. The rates in Madras and Bihar in respect of 135 Mica Mines were subsequently revised by the Awards of Industrial Tribunals. In Madras, the Award fixed the basic minimum wage at Re. -/8/6 per day with a separate dearness allowance, which in the case of workers getting basic wages upto Rs. 30/- per month, was the same as the amount of basic wages. In Bihar, the Tribunal awarded an increase of 7 per cent. in the then existing minimum rate of Rs. 1/4/6 per day.

Earnings—The average daily earnings of certain categories of workers in the Mica Mines in Andhra, Bihar, Madras and Rajasthan are shown in Table No. XLV.

(c) MANGANESE MINES

Earnings—In December, 1956, the Labour Bureau initiated an enquiry into the labour conditions in some selected Manganese Mines. The minimum basic wages, dearness allowance, etc., of the lowest paid men workers in Manganese Mines of various size groups in different States, as collected in the course of this enquiry, are given in Table No. XLVI.

It will be seen from the above table that of the 67 mines which furnished data, only 7 paid separate dearness allowance to their workers. In some of the mines, the workers were paid consolidated wages only, while in others wages of workers were supplemented by other allowances which were paid both in cash and in kind. Allowances paid in kind included the supply of grains at concessionary rates, rent-free quarters and free medical aid. In two mines of Orissa, allowances also included attendance bonus and service bonus. The total wage of the men workers in all these mines generally ranged between Re. 1 and Rs. 1/12/- per day. The minimum basic wages of the lowest paid women workers varied from Re. -/10/- to Rs. 1/2/- per day and their total wages ranged from Re. -/12/- to Rs. 1/6/4 per day in the mines surveyed.

Bonus—The system of payment of attendance bonus appeared to be quite common in Manganese Mines. Out of the mines surveyed, in 41 mines this system was prevalent, though the rate of bonus varied from State to State and from mine to mine within the same State. In a few mines, the system of payment of production bonus and profit bonus existed and here again the rates were widely varying.

TABLE NO. XLIV

DETAILS OF BONUS PAID DURING 1956-57 IN THE COLLIERIES IN CERTAIN STATES

State and period	No. of Collieries to which Bonus Scheme was applied	No. of Collieries submitting returns	No. of Workers employed in Collieries submitting returns	No. of Workers who qualified for Bonus in the Collieries submitting returns	Amount of Bonus paid	Bonus paid per Worker
BIHAR					Rs. nP.	Rs. nP.
Quarter ending— December, 1956	639	332	1,54,078	1,03,814	25,49,237.06	24.56
March, 1957 ..	639	372	1,99,300	1,12,775	38,25,832.51	33.92
June, 1957 ..	639	387	1,98,467	1,03,199	25,37,271.86	24.61
September, 1957	639	283	1,42,359	73,148	17,75,842.14	24.28
December, 1957	639	384	1,97,767	1,02,348	26,50,332.61	25.90
WEST BENGAL						
Quarter ending— December, 1956	223	144	95,389	57,963	9,76,150.62	16.84
March, 1957 ..	223	161	1,37,101	65,714	17,68,709.25	26.92
June, 1957 ..	223	154	1,23,544	59,856	16,19,712.20	27.06
September, 1957	223	105	82,757	53,295	16,01,807.36	30.08
December, 1957	223	149	1,20,658	59,948	16,29,743.78	27.19
MADHYA PRADESH						
Quarter ending— December, 1956	48	45	46,228	35,207	10,22,025.02	29.03
March, 1957 ..	48	47	50,035	36,408	10,43,148.55	28.65
June, 1957 ..	48	48	51,353	35,566	10,28,282.00	28.91
September, 1957	48	47	51,822	36,694	11,82,551.00	32.03
December, 1957	48	48	49,043	39,686	13,01,725.41	32.68
RAJASTHAN						
Quarter ending— December, 1956	1	1	180	150	4,131.50	26.00
March, 1957 ..	1	1	184	163	3,899.81	23.93
June, 1957 ..	1	1	190	116	2,928.00	25.24
September, 1957	1	1	225	118	3,411.00	23.07
December, 1957	1	1	235	155	4,300.61	28.26

TABLE NO. XLV
AVERAGE DAILY EARNINGS OF WORKERS IN MICA MINES AS IN THE MONTH OF DECEMBER, 1951-56

Category/States	1950	1951	1952	1953	1954	1955	1956
	2	3	1	5	6	7	8
	Rs. A., P.	Rs. A., P.	Rs. A., P.	Rs. A., P.	Rs. A., P.	Rs. A., P.	Rs. A., P.
UNDERGROUND—							
(i) <i>Mines—</i>							
Andhra ..	..	..	..	..	N.A.	2 1 2	2 1 1
Bihar ..	1 12 3	2 1 3	2 3 0	2 0 3	1 15 6	2 0 2	2 1 7
Madras ..	1 13 6	2 0 3	2 1 0	2 1 6	N.A.	..	..
Rajasthan ..	..	..	..	..	..	..	1 3 11
(ii) <i>Unskilled Labour—</i>							
Andhra ..	..	..	..	..	..	1 6 5	1 4 4
Bihar ..	1 4 9	1 7 6	1 7 9	1 7 9	1 6 9	1 7 5	1 7 8
Madras ..	1 6 6	1 7 6	1 7 3	1 7 3	..	..	..
Rajasthan ..	..	..	..	..	..	..	1 2 8
OPEN WORKINGS—							
<i>Mines—</i>							
Andhra ..	..	..	..	..	N.A.	1 14 0	1 8 2

(d) IRON ORE MINES

Rates of Wages—In December, 1956, the Labour Bureau initiated an enquiry into the labour conditions in a few Iron Ore Mines. The details of piece-rates and time-rates payable to various categories of workers in the different occupations, as on 30th June 1957, as collected in the course of this enquiry, are given in Table No. XLVII.

Earnings—Information regarding the total emoluments (i.e. basic wages, dearness allowance, other cash payments and money value of concessions in kind) of the lowest paid unskilled worker, as in June, 1957 collected in the course of this enquiry, are shown in Table No. XLVIII.

It will be observed from the above table that information was collected for 33 mines out of which 22 mines, located in different States, paid emoluments ranging from Rs. 20/- to Rs. 40/- p.m.; 9 mines from Rs. 40/- to Rs. 60/- p.m. and one each below Rs. 20/- and above Rs. 60/- per month. As regards individual States, 3 of the 6 mines in Andhra Pradesh paid emoluments between Rs. 40/- and Rs. 60/- p.m. All the 9 mines in Bihar paid emoluments ranging from Rs. 20/- to Rs. 40/- p.m. In Mysore and Orissa, all the mines paid more than Rs. 20/- but less than Rs. 60/- per month—a greater proportion falling in the group of Rs. 20—40 p.m.

Bonus—Various systems of bonus, e.g., production bonus, incentive bonus, attendance bonus, profit bonus, etc., were found to be prevalent, but there was no uniformity in their nature and content from mine to mine.

(e) GOLD MINES

Rates of Wages—The minimum daily basic wages, dearness allowance and other allowances paid in the Gold Mining Industry are given in Table No. XLIX.

Earnings—The average annual earnings of daily rated employees in the Kolar Gold Fields furnished by the Government of Mysore are reproduced in Table No. L.

Some of the fluctuations in the above figures of earnings were due to varying quantum of bonus and rise or fall of Consumer Price Index Numbers to which the dearness allowance is linked. There has been, however, a definite rise in earnings of workers in recent years.

Bonus—In order to encourage regular attendance, the Kolar Gold Fields Co., have been paying attendance bonus to workers whose wages do not exceed Rs. 3/- per day. All such employees are being paid this bonus at a uniform rate of Rs. 1/8/- per month since 1946. The bonus is payable to workers who are not absent for more than 2 working days in a month. As an additional incentive for regular attendance, bonus equivalent to half a shift's basic wages is paid to the underground employees who work on all the six normal working days of the week.

TABLE NO. XLVII—concl'd.

1	2	3	4	5	6	7	8	9
t. Other Section— cont'd.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
Watchmen	(1) 1.50 p.d. (2) 70.00 p.m.	..	(1) 1.00 (2) 12.00 p.w. (3) 24.00 to 15.00 p.m.	..	25.00 p.m.	..	(1) 1.37 to 1.50 p.d. (2) 10.00 p. week. (3) 10.00 to 19.00 p.m.
Sorters— Male	1.37 p.d.	..	..	..	..	..	..
Female ..	1.00 (ton).	1.12 p.d.	..	..	..	0.87 p.d.	..	..
Surveyors	90.00 p.m.	..	90.00 p.m.	..	150.00 to 160.00 p.m.
Carpenters	(1) 1.50 to 2.00 p.d. (2) 61.00 p.m.	..	2.12 p.d.	..	1.37 to 2.75 p.d.
Masons	1.02 to 1.75 p.d.	..	53.04 p.m.	..	..
Sweepers	(1) 1.00 p.d. (2) 10.00 p.w. (3) 20.00 to 32.00 p.m.	..	..	..	(1) 0.97 to 1.37 p.d. (2) 0.25 p.w.
Rovers	0.87 to 1.50 p.d.	..	..	..	0.81 to 1.00 p.d.

N.P.—p.d. = per day, p.w. = per week, p.m. = per month.

N.d. = Not available.

TABLE NO. XLVIII

MONTHLY EMOLUMENTS (BASIC WAGES, DEARNESS ALLOWANCE AND OTHER CASH PAYMENTS) OF THE LOWEST PAID UNSKILLED WORKER IN JUNE 1957 IN IRON ORE MINES.

States (1)	Number of Units paying			
	Less than Rs. 20 p.m. (2)	Rs. 20 p.m. or more but less than Rs. 40 p.m. (3)	Rs. 40 p.m. or more but less than Rs. 60 p.m. (4)	Rs. 60 p.m. and above (5)
Andhra Pradesh ..	1	1	3	1
Bihar .. ..	..	9	..	..
Mysore .. ..	..	5	4	..
Orissa .. ..	..	7	2	..
Total ..	1	22	9	1

TABLE NO. XLIX

RATES OF BASIC WAGES AND ALLOWANCES IN GOLD MINES DURING 1957

Gold Field (1)	Minimum Daily Basic Wage		Dearness Allowance (4)	Other Allowances (5)
	Surface (2)	Under-ground (3)		
	Rs. AS. PS.	Rs. AS. PS.		
Kolar Gold Fields ..	1 0 0	1 4 0	1. For daily rated employees: Rs. 0.2-3 p.m. per point rise above 100 in the Kolar Gold Fields Consumer Price Index Numbers (Rs. 43.31 in December, 1957). 2. Monthly-rated employees: 20% of the basic pay for an Index of 279, plus or minus half per cent. of basic pay for every 4 points change from 279, the minimum being that payable to daily rated employees and a maximum of Rs. 100 per month.	Rs. 10 per annum as clothing allowance.
Hatti Gold Fields ..	0 13 9	1 1 2	Varies according to income groups, the minimum being Rs. 22.4-7 p.m. for those getting basic wages upto Rs. 34.4-7 per month.	

TABLE NO. L
AVERAGE ANNUAL EARNINGS PER WORKER IN THE KOLAR GOLD FIELDS FOR
THE YEARS 1950 TO 1957

Year (1)	Average annual cash earnings per worker (2)	Special allowances (average per worker per year) (3)	Total (4)
	Rs.	Rs.	Rs.
1950	842.19	48.19	890.38
1951	863.59	98.16	961.75
1952	877.16	64.31	941.47
1953	898.37	91.69	990.06
1954	884.66	71.62	956.28
1955	881.53	112.31	993.84
1956	979.14	130.14	1,109.28
1957	1,024.92	113.76	1,138.68

N.B.—The above figures include wages, attendance bonus, underground shift bonus, dearness allowance, annual bonus and special allowances such as privilege leave pay, sick leave pay, service gratuity, provident fund, underground clothing allowance and termination gratuity.

The Kolar Gold Mining Company have also instituted schemes of production bonus. Under these schemes, workers or groups of workers performing tasks above the prescribed minimum limits are paid additional wages ranging from 3/4th shift's to two shifts' basic pay as bonus.

Index Numbers of Money Earnings for Workers in Mines—The Office of the Chief Inspector of Mines has compiled a series of Index Numbers of money earnings for workers in mines in different States on base 1951=100. These Index Numbers for the years 1952 to 1955 are presented in the table on page 95.

It will be seen that the General Index for all mining workers stood at 109.3 in 1955, i.e., 9.3 per cent. higher than the 1951 level.

3. Mineral Oil Industry

Rates of Wages—The wages of the workers in the Assam Oil Co., are now governed by an award of the Labour Appellate Tribunal given in 1954. Recommendations of this Tribunal on wages were enforced with effect from 18th May 1954. The rates of basic wages for different categories of workers in this unit are given in the table on page 96.

The rates of dearness allowance admissible to the employees of the Company varied with salary slabs and are given below:—

Category/Salary Slab	Dearness Allowance
	(Monthly)
<i>Daily-rated workers (on 26 days basis)</i> —	
Basic salary upto Rs. 49	Rs. 50
Basic salary between Rs. 50 and Rs. 100	Rs. 52.80
Basic salary between Rs. 101 to Rs. 150	90% of basic salary.
<i>Monthly-rated workers</i> —	
Basic salary between Rs. 50 and Rs. 100	Rs. 52.80
Basic salary between Rs. 101 and Rs. 150	90% of basic salary.
Basic salary between Rs. 151 and Rs. 200	45% of basic salary.
Above Rs. 200	22½% of basic salary.

TABLE NO. LI
INDEX NUMBERS OF EARNINGS OF WORKERS IN MINES (1952-55)

Industry/State (1)	Index Numbers for December (Base: December 1951=100)			
	1952 (2)	1953 (3)	1954 (4)	1955 (5)
<i>Coal—</i>				
Assam	111.2	111.7	111.3	115.0
West Bengal	109.0	107.7	104.6	108.0
Bihar	107.5	107.8	112.4	113.2
Orissa	123.9	135.0	136.1	136.0
Madhya Pradesh	103.5	102.2	111.2	119.4
Vindhya Pradesh	94.9	99.0	112.0	115.4
Hyderabad	99.0	107.4	100.2	102.1
Rajasthan	113.4	120.6	134.0	109.7
<i>Mica—</i>				
Bihar	102.1	100.2	96.9	99.7
Rajasthan	99.0	101.1	101.7	96.8
Andhra	93.9	95.9	94.2	96.0
<i>Manganese—</i>				
Madhya Pradesh	102.8	100.2	105.0	109.9
Orissa	102.2	100.0	107.3	103.0
<i>Iron Ore—</i>				
Bihar	109.2	110.1	112.8	113.4
Orissa	93.6	91.1	93.8	95.5
<i>Copper—</i>				
Bihar	104.6	105.7	102.7	102.8
<i>Gold—</i>				
Mysore	103.0	103.4	99.1	101.3
<i>Limestone—</i>				
Madhya Pradesh	103.9	112.1	127.4	133.7
Bihar	103.8	104.7	109.7	108.6
<i>Stone—</i>				
Bihar	107.2	108.0	118.1	121.0
<i>China Clay—</i>				
Bihar	94.7	97.9	104.2	111.1
Total Coal	107.3	107.6	109.3	111.7
Total Non-Coal	102.2	101.8	102.2	104.0
All Mining	105.7	105.8	107.0	109.3

TABLE NO. LII

DAILY BASIC WAGES OF CERTAIN CATEGORIES OF WORKERS IN THE MINERAL OIL INDUSTRY

Category (1)	Daily wages	
	Minimum (2)	Maximum (3)
	Rs. AS. PS.	Rs. AS. PS.
<i>Unskilled</i>	1 7 0	1 12 0
<i>Semi-skilled—</i>		
(a) Grade I	1 10 0	2 4 0
(b) Grade II	2 0 0	2 10 0
<i>Skilled—</i>		
(a) Grade I	2 6 0	3 0 0
(b) Grade II	2 12 0	3 6 0
(c) Grade III	3 2 0	4 1 0
(d) Grade IV	3 14 0	5 0 0
(e) Grade V	4 8 0	5 8 0
<i>Artisans—</i>		
(a) Grade I	2 10 0	3 8 0
(b) Grade II	3 10 0	4 6 0
(c) Grade III	4 8 0	5 8 0
<i>Apprentices</i>	1 10 0	2 2 0

A short-term agreement was signed on July 12, 1957 between the management of the company and the Assam Oil Company Labour Union. This agreement covers all employees drawing basic pay upto Rs. 280 p.m. and will hold good till the end of 1959 in the first instance. In terms of this agreement, differences in the rates of dearness allowance payable to workers in the salary groups below Rs. 50 and Rs. 50 to Rs. 100 p.m. were abolished. It was also agreed that the dearness allowance would be based on the Index Number compiled by the Labour Bureau of the Company and duly approved by Joint Committee consisting of two representatives each of the management and the Union. The company also agreed to pay House Allowance to employees within the purview of the agreement with effect from 1st July 1957 at the rate of 10 per cent. of basic pay plus Rs. 4 to 6 per month, subject to a minimum of Rs. 8.

4. Plantations

Rates of Wages—Plantations are included in the Scheduled Employments under the Minimum Wages Act, 1948. The Minimum rates of wages fixed under the Act for workers employed in the scheduled industries including Plantations are contained in Table No. LXI. The daily wage rates payable to persons employed in Coffee, Tea and Rubber estates situated in the erstwhile States of Mysore and Coorg areas of the present Mysore State were revised, as shown below, in terms of an agreement arrived at on May 26, 1957 for a period of 3 years commencing from 1st April 1957 between the employers and employees of the Plantation Industry in these areas.

Persons	Coffee			Tea			Rubber		
	50 acres and above		Below 50 acres	Below 600 planted acres		Above 600 planted acres	50 acres and above		Below 50 acres
	Old Mysore State	Coorg Area	Old Mysore and Coorg Areas	Old Mysore State	Coorg Areas	Old Mysore and Coorg Areas	Old Mysore State	Coorg Areas	Old Mysore and Coorg Areas
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Men	1.40	1.50	1.35	1.40	1.50	1.55	1.40	1.50	1.35
Women	1.06	1.12	1.05	1.06	1.12	1.16	1.06	1.12	1.05
Adolescents	0.88	0.95	0.85	0.88	0.95	0.97	0.88	0.95	0.85
Children	0.70	0.75	0.70	0.70	0.75	0.78	0.70	0.75	0.70

The rates are inclusive of dearness allowance and payment for the weekly day of rest. The revised rates are not applicable to tappers employed in Rubber estates. It has also been agreed that those estates which are supplying food-grains either at cost price or at concessional rates will continue to do so provided, that the financial loss, if any, to the planters does not exceed the amount as on the date of agreement i.e., 26th May 1957.

Earnings—Serial data on earnings of plantations workers are available only in respect of estates in Assam and are published by the Controller of the Tea Districts Emigrant Labour Act in his Annual Reports. These figures for Assam and Cachar Valleys are given in the table on page 98.

Bonus—Under an agreement dated 7th January, 1958, the managements of Plantation estates in Madras State agreed to pay an additional bonus for each of the years 1952 to 1956 to the workers

TABLE NO. LIII
AVERAGE MONTHLY CASH EARNINGS (OF SETTLED LABOUR) PER WORKER ON BOOKS IN TEA PLANTATIONS IN ASSAM

Year	Assam Valley			Cachar Valley		
	Men	Women	Children	Men	Women	Children
	Rs. As. Ps.	Rs. As. Ps.	Rs. As. Ps.	Rs. As. Ps.	Rs. As. Ps.	Rs. As. Ps.
1938-39	7 15 3	6 7 2	4 9 2	6 5 6	4 5 6	2 2 2
1947-48	17 13 11	14 13 11	10 11 6	15 14 9	13 4 0	10 8 10
1948-49	19 4 3	15 3 4	9 7 0	15 13 1	10 9 6	8 3 7
1949-50	21 12 5	15 15 1	11 1 3	17 8 5	11 14 7	5 3 10
1950-51	20 6 11	17 3 9	11 10 11	16 8 1	15 1 4	10 6 0
1951-52	22 7 11	19 13 7	12 6 0	17 6 7	16 11 0	10 5 3
1952-53	21 1 6	18 6 10	11 8 5	17 1 6	10 2 6	10 1 3
1953-54	35 2 4	30 4 8	17 15 1	32 1 4	26 2 2	16 10 2
1954-55	40 11 5	35 9 9	21 10 5	31 14 10	27 1 2	17 6 10
1955-56	46 2 0	40 9 7	25 15 4	33 9 7	28 3 7	18 1 0
1956-57	47-48nP.	41-42nP.	25-61nP.	32-35nP.	27-86nP.	18-43nP.

employed on all Coffee estates (covered in the reference to the Special Industrial Tribunal, Coimbatore, in 1954) at the rate of $2\frac{1}{2}$ per cent. calculated on the respective earnings of the year in question regardless of profits or losses. In regard to workers in all Tea estates and mixed estates having an average acreage of 25 per cent. and more of tea, the agreement provides for an additional bonus in respect of 1955 and 1956 at the rate of $4\frac{1}{2}$ per cent. of earnings. The details of bonus awarded to workers in certain estates by the Industrial Tribunals are shown in the following table:—

TABLE NO. LIV

State (1)	Estate No. (2)	Year for which bonus was awarded (3)	Quantum of bonus awarded (4)
Assam	I	1953-54 ..	Lumpsum amount ranging from Rs. 32-8-0 to Rs. 130 per worker. 5 per cent. of basic wages. 2 months' basic pay. $2\frac{1}{2}$ months' basic pay and dearness allowance.
Kerala	I	1955-56 ..	
Madras	II	1955 and 1956	
	I	1954 ..	

5. Transport and Communications

(a) RAILWAYS

In the month of February, 1957, the Minister for Railways announced the details of a Scheme aiming at a large scale upward redistribution of posts in the non-gazetted cadres of all Government Railways in India. The Scheme primarily aimed at providing a substantial increase in the number of higher grade posts by an appreciable reduction in the lower grades. About 1,70,000 Railway employees in the lower pay grades were estimated to have benefited from the Scheme. Sixteen major categories of Railway employees covered by the Scheme included Station Masters and Assistant Station Masters who would benefit either by way of higher emoluments or in the form of better opportunities for up-gradation through promotion. Prior to the announcement of this Scheme, the posts of Station Masters and Assistant Station Masters in the lowest pay-scale of Rs. 64-170 numbered 23,000 with only 3,000 posts in the higher grades. The Scheme provided for allotment of nearly 9,000 posts in the grades higher than the lowest and also laid down that the Assistant Station Masters would initially start at Rs. 80/- in the Central Pay Commission scale of Rs. 64-170 p.m. The lowest scale prescribed for Station Masters was Rs. 100-185 p.m. The various proposals included in the Scheme were implemented with retrospective effect from April 1, 1956.

(b) PUBLIC MOTOR TRANSPORT

The Labour Bureau conducted an enquiry into the labour conditions in the nationalised Public Motor Transport Industry by issuing a questionnaire in November 1956 to all the State Governments excepting Tripura and Andamans. The total emoluments by components (basic wages, dearness allowance, other cash payments and money value of concessions in kind) for September 1956, of the lowest paid worker in the Public Motor Transport undertakings in the various States, as collected in the course of the enquiry, are given in Table No. LV.

TABLE NO. LV
MONTHLY EMOLUMENTS OF THE LOWEST PAID WORKERS IN SEPTEMBER 1956 IN NATIONALISED PUBLIC MOTOR
TRANSPORT INDUSTRY

State	Basic wage	Dearness allowance	Other allowances in cash	Money value of concessions paid in kind	Total
(1)	(2)	(3)	(4)	(5)	(6)
Andhra Pradesh	Rs. nP. 55.00	Rs. nP. 50.00	Rs. nP. 15.00	Rs. nP. 4.81 Free pass value not given Uniform supplied-value not given.	Rs. nP. 124.81* 50.00 48.00
Assam	25.00	25.00	3.00†		
Bihar	22.50	22.50			
Bombay—					
First Unit	39.25	72.00	6.00	9.37	111.25
Second Unit	35.00	35.00	Local Allowance and House Rent Allowance value not given.		76.00
Third Unit	40.00	35.00			84.37
Delhi	49.00	40.00	10.00	19.58	118.38†
Himachal Pradesh	30.00	30.00	5.00	4.37	69.37
Jammu and Kashmir	20.00	3.00	7.00	Free pass—Value not given.	(apprentice) 23.00
Kerala	25.00	25.00			57.00
Madhya Bharat	25.00	21.00	Mileage Bhatta and Night Halt Allowances	3.33	40.00
Madhya Pradesh	25.00	25.00	8.50	4.17	53.33
Madras	20.00	10.00		N.A.	42.07
Manipur	22.00	Varies from Rs. 1 to Rs. 30			N.A.

				4-17	
				Free pass—Value	not
				given.	
Bangalore Division||	25-00	45-50||			90-67
Hubli Division	30-00	45-50			110-50
Belgaum Division	40-00	30-00		..	114-00
Bijapur Division	40-00	35-00		..	94-50
Orissa	20-00	19-00		..	61-75
P.E.P.S.U.	50-00	30-00	Night duty allowance*	..	80-00
			Rs. 2 per night.		
Punjab—					
Anritsar Regions	27-00	30-00	1-00	..	58-00
Ambala & Jullundur Regions	50-00	30-00	..	..	80-00
Rajasthan	25-00	15-00	..	..	40-00
Saurashtra	22-00	30-00	5-00†	..	57-00
Uttar Pradesh	27-00	20-00	..	..	47-00††
West Bengal	21-00	32-00	6-00	27-00	86-00

†† Only at district headquarters, at other places workers get Rs. 42-00 only. Since August, 1957 Rs. 5-00 have been given as additional dearness allowance.

† As house rent (only at Patna, Gaya and Jamshedpur in Bihar and in towns having over a lakh of population in Saurashtra).

‡ Those appointed prior to September 1952 get Rs. 153-58 p.m.

§ Mileage *bhatta* at the rate of 2 pice per mile and halting *bhatta* from Re. 0-75 to one day's allowance.

* Outside Bangalore dearness allowance is Rs. 23-00 p.m. for this category of workers.

|| Those returning to headquarters get Rs. 1-75 per day and those not returning get Rs. 2-25 per day.

* Those appointed prior to 16th October 1950 get Rs. 130-25 p.m.

N.A.—Not available.

TABLE NO. LVI
TOTAL MONTHLY EARNINGS IN SEPTEMBER, 1956 IN PUBLIC MOTOR TRANSPORT INDUSTRY BY OCCUPATION AND STATE

Occupation	Andhra Pradesh	Assam	Bihar	Bombay		Delhi	Himachal Pradesh	Kerala	Madhya Bharat
				First Unit	Second Unit				
1	3	3	4	5	6	7	8	9	10
Drivers	Rs. nP. 168 40	Rs. nP. 130 20	Rs. nP. 82 60	Rs. nP. 240 30	Rs. nP. 120 90	Rs. nP. 130 80	Rs. nP. 120 30	Rs. nP. 60 30	Rs. nP. 94 50 79 80
Conductors	129 70	127 80	63 60	157 50	..	111 60	73 80	52 20	77 40
Cleaners	..	92 70	47 70	..	60 90	88 20	64 80	..	53 10
Warners	..	..	..	..	84 90	..	..	..	..
Traffic Controllers	133 50	..	..	370 80	..	..	..	..	{ 150 00 121 50
Line Checking Staff	198 00	184 80	114 30	..	..	125 70	80 10	..	..
Inspectors	253 60	..	..	216 90	..	181 80	130 80	90 60	{ 144 30 117 90
Time Keepers	..	..	71 70	..	..	120 00	..	70 20	..

TABLE NO. LVI—concl'd.

Occupation	Madhya Pradesh	Madras	Mysore		Orissa	PEPSU	Punjab		Rajasthan	Uttar Pradesh	West Bengal
			Bangalore Division	Habli Division			Jalandhar Region	Amritsar Region			
	11	12	13	14	15	16	17	18	19	20	21
	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.	Rs. nP.
Drivers	..	137-70	103-50	107-70	80-40	137-70	163-00	160-20	72-00	95-70	103-50
Conductors	..	124-20	90-90	78-60	71-40	99-60	103-30	118-20	71-10	81-60	83-40
Engineers	..	65-50	..	..	42-80	61-20	..	83-40	..	51-30	64-50
Watchmen	41-10	..	..	..	..	..	..	..
Traffic Controllers	93-40	80-10	163-10	..	..	..	257-70	125-10 183-00
Line Checking Staff	..	123-90	..	134-10	144-00	..	..	..	..	..	..
Inspectors	68-40	..	..	124-20	..	154-20	..	121-50	..
Time Keepers	..	117-60	..	182-40	..	..	..	..	..	100-20	106-80 106-20

It would be observed from Table No. LV that the total emoluments of the lowest paid worker (excluding apprentices) ranged between Rs. 40/- in Rajasthan and Rs. 124.81 nP. in Andhra Pradesh. The emoluments were below Rs. 60/- p.m. in the States of Assam, Bihar, Jammu and Kashmir, Kerala, Madhya Pradesh, Madhya Bharat, Madras, Manipur, Punjab (one unit), Rajasthan, Saurashtra and Uttar Pradesh and between Rs. 60/- and Rs. 90/- in the States of Bombay (two units), Himachal Pradesh, Orissa, PEPSU, Punjab (two units) and West Bengal. In the States of Andhra Pradesh, Bombay (one unit), Delhi and Mysore, the lowest paid worker received more than Rs. 90/- p.m.

Dearness allowance was paid in all the States, but the scale and system of payment differed from State to State. In PEPSU, it was given at a flat rate to all categories of workers, while in Orissa it varied with the categories of workers. In one unit in Bombay, workers getting pay upto Rs. 200/- p.m. were paid allowance which was linked to Consumer Price Index Numbers and was paid on the Bombay Millowners' Scale. The dearness allowance of those getting more than Rs. 200/- p.m. varied with the income groups and it ranged between Rs. 60/- and Rs. 100/- p.m. In rest of the States, the dearness allowance varied with income groups. Other allowances to running staff, night-shift workers, etc., were also paid in some States.

Bonus—Generally four types of bonuses, besides annual profit bonus, viz., good attendance bonus, good conduct bonus, good driving bonus and incentive bonus were prevalent. The States of Bombay, Jammu and Kashmir, Kerala, Madhya Bharat, Madhya Pradesh, Madras, Mysore, Uttar Pradesh and West Bengal awarded bonus of one type or more.

Details regarding monthly earnings of various categories of workers in nationalised undertakings in the various States are given in Table No. LVI.

(c) POSTS AND TELEGRAPHS DEPARTMENT

The table on page 105 gives the scales of pay of the various non-gazetted categories of staff employed in the Posts and Telegraphs Department

The postal employees get dearness allowance at scales prescribed for employees of the Central Government. The rates of dearness allowance which vary according to salary slabs and as prevalent at present, are given in Table No. LVIII.

6. Ports and Docks

(a) PORTS

Rates of Wages—The table on page 106 shows the monthly wages and allowances payable to workers in the Madras Port.

All staff employed directly in Visakhapatnam and Kandla Ports were on scales of pay and dearness allowances applicable to the Central Government employees. The wages of contract labour employed in the Kandla Port varied from Rs. 2/- to Rs. 2/8/- per day.

TABLE NO. LVII
SCALES OF PAY OF VARIOUS NON-GAZETTED CATEGORIES IN THE POSTS AND TELEGRAPHS DEPARTMENT DURING 1957

Category (1)	Scales of pay (2)	Remarks (3)
	Rs.	
Boy Peons, Task Work Messengers, etc.	20—50nP.—25	In addition, the Task Work Messengers get T.W. earnings based on the number of telegrams delivered.
All other Class IV officials ..	30—50nP.—35	
Postmen, Mail Guards, Linemen, etc.	36—1—50	
Selection grade Daftries & Jamadars in P. Os. & R.M.S.	40—1—50—2—60	
Head Postmen, Mail & Cash Overseers.	55—3—85	
Sub Inspectors Telegraphs ..	55—3—73—E.B.—3—85—4—105	
Lower Division Clerks, Mechanics, Drivers, etc.	60—3—81—E.B.—4—125—5—130	
Clerks, Sorters, Telephone Operators & Telegraphists, etc.	60—4—120—E.B.—5—170	
Engineering Supervisors ..	100—8—140—10—300	
Selection grade draftsmen ..	125—10—185	
I.P.Os., IRMS and other L.S.G. Posts.	160—10—250	
Upper Division Clerks, Stenographers.	80—5—120—EB—8—200/10/2—220.	
H.S.G., Posts ..	250—15—325	
Office Superintendents of Minor Circles.	280—15—370	
Stenographers ..	200—10—300	
Office Superintendents of Major Circles.	300—20—400	
Junior P & T Accountants ..	130—10—250—EB—15—355	
Senior P & T Accountants ..	200—15—380—20—500	

TABLE NO. LVIII
RATES OF DEARNESS ALLOWANCE PAYABLE TO THE EMPLOYEES IN THE POSTS AND TELEGRAPHS DEPARTMENT

Salary Slab (P.M.)	Dearness Allowance (P.M.)
	Rs.
Upto Rs. 50	
Rs. 51—100	45
Rs. 101—150	55
Rs. 151—200	60
Rs. 201—250	65
Rs. 251—300	65
Rs. 301—500	70
Rs. 501—750	70
Rs. 751—1,000	85
	100

TABLE NO. LIX

WAGE RATES AND ALLOWANCES OF WORKERS IN MADRAS PORT DURING 1956-57

Category	Basic Pay	Dearness Allowance	Working Allowance	Mooring Allowance	Overtime Rate of Payment
	Rs.	Rs.	Rs.	Rs.	
R. P. WORKERS	per day	per day		per day	
Foreman	2 12 0	1 2 0	..	0 4 0	
Tindal	2 8 0	1 2 0	..	0 4 0	
Winchman	2 8 0	1 2 0	..	0 4 0	
St. worker	2 4 0	1 2 0	..	0 4 0	
MONTHLY WORKERS	Retainer per mensem	Dearness Allowance per mensem	per day		
Foreman	50 0 0	22 8 0	1 4 0	0 4 0	Twice the normal wages inclusive of Dearness Allowance.
Tindal	45 0 0	22 8 0	1 4 0	0 4 0	
Winchman	40 0 0	22 8 0	1 3 0	0 4 0	
St. worker	35 0 0	22 8 0	1 1 0	0 4 0	

while labour employed by Stevedores received Rs. 2/- to Rs. 3/8/- per day. Some categories of workers were also engaged on piece rates. Work-charged employees were employed on fixed pay which formed a stage in the relevant scales plus dearness allowance for specific task and specific period. Contract labour (decasualised) in the Cochin Port were paid a minimum wage of Rs. 2.50 per day. Casual workmen were paid piece-rates.

Bonus—As a result of conciliation proceedings, a five-year pact was agreed upon between the Bombay Stevedores Association and the Transport and Dock Workers' Union, Bombay, regulating the payment of bonus to registered Stevedore Workers for each of the five years commencing from April 1, 1954. According to this agreement, the amount of bonus would be calculated at the rate of Re. -/2/- per dead weight ton of cargo for the years 1954-55 and 1955-56 and at the rate of 2 annas 3 pies per dead weight ton for the years 1956-57, 1957-58 and 1958-59. An additional bonus was payable to monthly rated workers for the years 1954-55 and 1955-56. Every such worker who had attended work for a minimum period of 8 months during each year would be entitled to half the amount of special monthly wage increase introduced with effect from July 1953. The monthly paid workers with attendance of less than 8 months would be paid on a proportionate basis.

By a collective agreement made during March-April 1957 between the employees and the managements of the Scindia Steam

Navigation Co., Ltd., the Scindia Workshop Private Ltd., and the Bombay Steam Navigation Co., payment of bonus to staff was linked to the dividends declared from year to year according to the following scales:—

Dividend	Scale of Bonus
Upto Re. 0-8-0 per share (dividend at 2½ per cent.) ..	1/24th of salary+D.A.
Upto Re. 0-12-0 per share (dividend at 3½ per cent.)	1/16th of salary+D.A.
Upto Re. 1 per share (dividend at 5 per cent.) ..	1/12th of salary+D.A.
For every additional dividend of Re. 0-4-0 per share (i.e. additional dividend at 1½ per cent.).	1/36th of salary+D.A.

(b) Docks

With a view to bringing the report of the Labour Investigation Committee up-to-date, the Labour Bureau issued a questionnaire to 22 dock-yards in January, 1956. The minimum basic wages and dearness allowance of the lowest paid unskilled worker and also details regarding bonuses paid in the responding units, were given on pages 109-110 of the 1955-56 issue of the Indian Labour Year Book.

The most important wage revision resulting from Awards in Docks during 1956-57 was the one under which unskilled workers employed in the Mazgaon Dock Ltd., Richardson and Cruddas Ltd., and the Alcock Ashdown & Co., Ltd., Bombay, were awarded a minimum basic wage of Rs. 1¼/- per day. The minimum dearness allowance was granted at the revised Bombay Textile Scale.

7. Seamen

The rates of wages payable to seamen were published on page 114 of the previous issue of the Year Book. An increase of 10 per cent from 1st October 1957 in the standard wages payable to seamen employed in Bombay and Calcutta Ports was agreed upon between the representatives of Shipowners and the Seamen.

8. Employments covered by the Minimum Wages Act, 1948

The Minimum Wages Act applies to the following scheduled employments:—(i) Woollen carpet making or shawl weaving establishments; (ii) Rice, flour or dal mills; (iii) Tobacco (including bidi-making) manufactories; (iv) Plantations; (v) Oil mills; (vi) Local authority; (vii) Road construction or building operations; (viii) Stone breaking or stone crushing; (ix) Lac manufactories; (x) Mica works; (xi) Public motor transport; (xii) Tanneries and leather manufactories and (xiii) Agriculture. In addition, some of the State Governments have extended the Act to certain other employments also, as discussed in the Chapter on Labour Legislation of this Year Book.

During the period under review, the Central as well as the State Governments revised the wage rates fixed under the Minimum Wages Act, 1948 for workers in a few scheduled employments. A brief summary of the revisions effected during 1956-57 is given in the following table.

TABLE NO. LX
REVISION OF MINIMUM RATES OF WAGES DURING 1957

State	Employment	Categories of workers	Minimum Rates of Wages	
			Old Rates	Revised Rates
1	2	3	4	5
Madras	1 Road construction or building operations and stone crushing or stone breaking.	1. Unskilled— Grade-I (adults) ..	Rs. As. Ps.	Rs. As. Ps.
		Grade-II (Adults) ..	1 4 0 per day	1 6 0 p.d.
		Children ..	0 13 0 "	1 2 0 "
		2. Skilled ..	..	0 15 0 "
	2 Stone breaking or stone crushing carried on in Mines or Quarries	1. Unskilled— Grade-I (Adults) ..	2 8 0 "	2 12 0 "
		Grade-II (Adults) ..	1 6 0 "	1 8 0 p.d.
		Children ..	0 15 0 "	1 2 0 "
		2. Semiskilled ..	0 12 0 "	0 15 0 "
	3. Plantations (Cinchona, Tea, Rubber or Coffee).	3. Skilled ..	2 0 0 "	2 3 0 "
			2 8 0 "	2 12 0 "
			(for tea, rubber & cinchona & mixed estates) (for coffee estates in Shevaroy & Madurai Dts.)	
			Rs. As. Ps.	Rs. As. Ps.
			1 9 0 p.d.	1 9 0 p.d.
				Rs. As. Ps.
			1 5 0 p.d.	1 6 0 p.d.

Grade-II	..	1 0 0 "	1 2 6 "	1 2 6 "	1 2 6 "	1 2 6 "	1 2 6 "	1 2 6 "
Adolescents	..	..	0 15 0 "	0 15 0 "	0 15 0 "	0 15 0 "	0 15 0 "	0 15 0 "
Children	..	0 10 6 "	0 11 6 "	0 11 6 "	0 11 6 "	0 11 6 "	0 11 6 "	0 11 6 "
1. Sorting & grading of tobacco			1 2 0 per day					
2. Cutting tobacco into bits.			1 4 0 "				or Rs. 32/8/- p.m.	
3. Jaggery Boiler attendant.		As. 12 to As. 14 per day.	1 2 0 "					
4. Processing of scented tobacco.			1 4 0 "				or Rs. 32/8/- p.m.	
5. Sorting & Sizing of plantain bark.			1 4 0 "				or Rs. 32/8/- p.m.	
6. Packeting of scented or chewing tobacco.			1 2 0 "				or Rs. 29/4/- p.m.	
7. Pasting labels		As. 12 to As. 14 per day.	1 4 0 "				or Rs. 32/8/- p.m.	
8. Packing & bundling..			1 2 0 "				or Rs. 29/4/- p.m.	
9. Maistries or Supervisors.			1 4 0 "				or Rs. 32/8/- p.m.	
10. Clerks			45 0 0 p.m.					
11. Watchman			Do.					
12. Lorry or Van Driver			1 4 0 per day				or Rs. 32/8/- p.m.	
13. Lorry or Van Cleaner			45 0 0 p.m.					
14. Miscellaneous & casual workers.			29 4 0 p.m.					
15. Learners			1 2 0 p.d. or Rs. 29/4/- p.m.					
			0 12 0 p.d. or Rs. 19/8/- p.m.					

1. Scented & Chewing Tobacco Manufactory

Hammerman ..	25 0 0	30 0 0	"
Peons ..	18 0 0	26 0 0	"
Scavengers ..	10 0 0	20 0 0	"
Sweepers ..	10 0 0	26 0 0	"
Watchman ..	10 0 0	26 0 0	"
<i>Skilled Workers—</i>			
(a) Blacksmiths, Carpenters, Tinkers, Turners, Tyreman, Turners, etc.	30 0 0	35 0 0	"
(b) Welders, Tailors, Moulders, Battery-man, Vulcanisers, Spray Painters & Painters.	39 0 0	45 0 0	"
<i>Unskilled Workers—</i>			
Conductors-Learners (for a period of 6 months).	20 0 0	26 0 0	"
Lubricating Assistant..	22 8 0	26 0 0	"
Cleaners (ordinary) ..	16 0 0	Do.	"
Apprentices for a period upto one year.	15 0 0	Do.	"
(i) For first 6 months	13 0 0	20 0 0	" for a period upto one year.
(ii) For next 6 months	19 8 0	"	"

TABLE NO. LX—contd.

1	2	3	4	5
Madras—contd.	6. Public Motor Transport —contd.		Rs. As. P ^s . Basic Wage Group	Rs. mP. Basic wage Group
			Cost of Living Allowance	Cost of Living Allowance
			(1) Upto Rs. 20/- p.m.	Rs. 25
			(2) Rs. 20/- to 40/- p.m.	
			(3) Rs. 40/- to 60/- p.m.	
			(4) Rs. 60/- to 80/- p.m.	
			(5) Rs. 80/- to 100/- p.m.	
Punjab	Tea Plantations	I. Unskilled—		
		1. Child	0 6 0 per day	0.50 per day
		2. Women	0 8 6 "	0.69 "
		3. Adult	0 11 0 "	1.00 "
		II. Skilled—		
		(1) Clerk-cum-Typist	50 0 0 per month	63.00 per month
		(2) Munshi	10 0 6 "	52.00 "

..	(3) Mistri	..	40 0 0	..	65-00	..
..	(4) Bailer Licencee	..	50 0 0	..	52-00	..
..	(5) Sweepers	..	40 0 0	..	36-00	..
..	(6) Chowdhri	..	50 0 0	..	36-00	..
..	(7) Mali	..	30 0 0	..	33-00	..
..	(8) Chowkdar	..	28 0 0	..	33-00	..
..	(9) Peon	..	25 0 0	..	33-00	..
..	Rubber Plantations	..	25 0 0	..	33-00	..
..	Women Tappers	..	0 9 6	per day	0 12 6	per day
..	Women (other than tappers).	..	..	..	0 9 6	..
..	Dal and Flour Mills	..	..	..	..	..
..	4. Unskilled—	..	..	..	..	..
..	1. Helper to fitter	..	..	..	..	..
..	2. Helper to blacksmith	..	..	..	..	..
..	3. Helper to carpenter	..	..	..	..	..
..	4. Palladar	..	..	..	..	..
..	5. Fireman	..	..	..	..	..
..	6. Others	..	..	..	..	..

* Rs. 62 p.m. or Rs. 2-07 p.d.

† Rs. 60 p.m. or Rs. 2-00 p.d.

Rs. 75 p.m. or Rs. 2-50 p.d. for casual workers.

* Rs. 62 p.m. or Rs. 2-07 n.p. p.d.

† Rs. 60 per month or Rs. 2-00 per day

TABLE NO. LX—concl'd.

1	2	3	4	5
Delli— concl'd.	Dal and Flour Mill—concl'd.	<p><i>B. Semi-skilled—</i></p> <ol style="list-style-type: none"> 1. Washerman .. 2. Rollman .. 3. Silkman .. 4. Mochi .. 5. Assistant Filter .. 6. Assistant Mason .. 7. Assistant Carpenter .. 8. Assistant Turner .. 9. Assistant Blacksmith <p><i>C. Skilled—</i></p> <ol style="list-style-type: none"> 1. Mistry .. 2. Filter .. 3. Turner .. 4. Blacksmith .. 5. Carpenter .. 	<p>Rs. As. P.,</p> <p>*Rs. 73 p.m. or Rs. 2-6-11 p.d. for daily rated work- ers. + Rs. 67 p.m. or Rs. 2-3-0 per day for daily rated workers.</p> <p>Rs. 81 p.m. or Rs. 2-11-2 p.d. for daily rated work- ers.</p>	<p>Rs. nP.</p> <p>Rs. 75 p.m. or Rs. 2-50 p r day for casual workers.</p> <p>Rs. 85 p.m. or Rs. 2-84 per day for casual workers.</p>

6. Electrician (Grade-II)			
7. Mason ..			
8. Motor or Lorry driver ..			
9. Groover ..			
<i>D. Highly Skilled—</i>			
1. Foreman or Head Mistry.	Rs. 75 p.m. or Rs. 2-7-2 p.d. for daily rated workers		Rs. 110 p.m.
2. Electrician (Grade-I)			
3. Assistant Miller ..			
<i>E. Electrical and Non-technical Supervisory Staff (Munim, Munshi or Clerks)—</i>			
1. Non-matriculates ..	*Rs. 78 p.m. † Rs. 72 p.m. }		Rs. 75 p.m.
2. Matriculates & Non-Graduates.	* Rs. 85 p.m. † Rs. 79 p.m. }		Rs. 90 p.m.
3. Graduates and above	* Rs. 100 p.m. † Rs. 94 p.m.		Rs. 110 p.m.
F. Adolescents certified fit to work as adults.	Rs. 1-7-2 per day		Rs. 46-50 p.m. or Rs. 1-55 per day for casual workers.
G. Children ..	Rs. 1-3-2 per day		Rs. 31 p.m. or Rs. 1-04 per day for casual workers.

N.B.—p.d. means per day.

* For all Flour or Dal Mills situated within the Delhi and New Delhi municipalities as well as within the limits of Shahdara, Najafgarh, Narela, Mehrauli and Yousuf Sarai and Delhi Cantonment.

† For Flour or Dal Mills situated in other outlying areas of Delhi.

Minimum rates of wages of unskilled workers fixed (including revisions) under the Minimum Wages Act, 1948 upto the end of 1957 in the different scheduled employments, etc., are given in the table on pages 117—139.

9. Productivity

The planned increase in industrial production and the need to raise the earnings of workers have evoked a great interest in the subject of productivity. The Government of India set up a productivity centre in 1954 at Bombay with the assistance of the International Labour Organisation. During the period 1956-57 the following projects were organised by the Productivity Centre:

- (1) A work study project for E.M.E. Workshops, Delhi was held in November/December, 1956.
- (2) Productivity project for members of the Indian Engineering Association was held at Calcutta from 16th January 1957 to 8th March 1957. About 110 members participated in the various programmes.
- (3) Productivity project for industries in Coimbatore was held under the auspices of the Institute of Management, Coimbatore from 1st April 1957 to 25th May 1957. A total of 174 members from a number of engineering industries, textile mills and members of employers and workers' organisations took part in the various programmes.
- (4) Productivity project for industries in Madras under the auspices of Madras Institute of Management was commenced on the 9th September 1957. The project was completed in the 2nd week of November 1957. Over 250 members participated in the various programmes.

Members of the International Labour Organisation Productivity Mission assisted the officers of the Productivity Centre in conducting the above projects. An International Labour Organisation Expert whose services were lent to Ministry of Transport till the end of 1956 completed his project in the Delhi Transport Workshops during the early part of 1957. His services were thereafter made available to the Jammu and Kashmir State Workshops at Srinagar for conducting a similar project there. This assignment was completed in about 4 months' time by the 27th September 1957. A report on the Productivity Project in Bangalore which was conducted during the months of April to June 1956 was issued in 1957. During the year under review, under the auspices of the Ministry of Commerce and Industry, a delegation was sent to Japan on a Productivity Mission to study the current methods being adopted in Japan to increase productivity. Besides, during the period under review a number of Training Within Centre projects were also undertaken at Bombay, Kanpur and Coimbatore centres. Some of the officers of the T.W.I. centre were sent for further training abroad. An important feature of recent development of the productivity drive in the country was the setting up of an autonomous body, the National Productivity Council, in the 1st quarter of 1958 for initiating the productivity movement in the country in a systematic way. The

TABLE NO. LXI

MINIMUM RATES OF WAGES OF UNSKILLED WORKERS FIXED¹ (INCLUDING REVISIONS) UNDER THE MINIMUM WAGES ACT, 1948 UP TO THE END OF 1957 IN DIFFERENT EMPLOYMENTS INCLUDED IN THE SCHEDULE APPENDED TO THE ACT.

Industry, State, Category	Minimum Wages fixed for		Remarks
	Men	Women	
1	2	3	4
I. <i>Woollen Carpet Making or Shawl Weaving—</i>	Rs. As. P.	Rs. As. Ps.	
Bihar	1 12 0	..	For Grade II workers (dyeing) Rs. 45 p.m.
Madras	0 10 0	..	For Grade II workers (dyeing).
Punjab	1 8 0	.	For winders Rs. 10 p.m.
Rajasthan	50 0 0 p.m.	50 0 0 p.m.	
II. <i>Rice, Flour or Dal Mills—</i>			
Assam	1 8 9 to 1 11 9	.	Rs. 10 to Rs. 15 p.m.
Bihar	1 8 9	..	
Bombay	1 8 9 to 2 5 0	..	Rs. 10 to Rs. 60 p.m.
Madhya Pradesh	1 0 0 to 1 4 0	0 12 0 to 1 0 0	
Madras	0 12 0 to 1 2 0	..	
Orissa	1 0 0	..	
Punjab	1 12 0	1 12 0	Rs. 45 p.m.
Uttar Pradesh	1 0 0	..	Rs. 26 p.m.
West Bengal—			
(a) Rice Mills	0 13 6 to 1 2 6	0 11 6 to 0 12 0	In addition, dearness allowance of Re 0-4 6 to Re. 6-4 6 for men and Re. 6-4 6 for women paid.

¹The Minimum Wages fixed are allowance, etc., unless it is otherwise

include dearness allowance, cost of

TABLE NO. LXI—contd.

1	2	3	4
	Rs. As. Ps.	Rs. As. Ps.	
II. Rice, Flour or Dal Mills— contd. West Bengal—contd.			
(b) Flour Mills ..	1 2 6	1 2 6	In addition, dearness allowance of Re. 0-12-0 is paid.
Hyderabad—			
(a) Rice Mills	1 0 0*	1 0 0	*Rs. 26 to Rs. 39 p.m.
	to	to	
	1 8 0	1 2 0*	*Rs. 26 to Rs. 29-4-0 p.m.
(b) Flour Mills	1 4 0	0 14 0	
	to	to	
	1 11 0	1 6 0	
(c) Dal Mills	1 4 0	1 0 0	
	to	to	
	1 8 0	1 2 0	
Madhya Bharat .. *	26 0 0	..	
	to		
	30 0 0		
	p m.		
Mysore	1 0 0	0 12 0	
P.E.P.S.U.	1 12 0	1 12 0	
Rajasthan	1 2 0	1 2 0	Rs. 30 p.m.
Saurashtra	1 4 0	..	Rs. 32-8-0 to Rs. 52 p m.
	to		
	2 0 0		
Travancore-Cochin ..	1 8 0	..	
Delhi	2 0 0	..	Rs. 60 to Rs. 7-5 p m.
	to		
	2 8 0		
III. Tobacco (including Bidi-mak- ing) Manufactory—			
Bihar—			
(a) Bidi	0 10 0	..	
	to		
	2 8 0		
	per 1,000		
	bidies		
Bombay—			
(a) Bidi	1 14 0		
	per 1,000		
	bidies		
	with leaves		
	to		
	3 6 0		
	per 1,000		
	bidies		
	without		
	leaves.		
(b) Tobacco	1 4 0		
	per day.		

TABLE NO. LXI—contd.

1	2	3	4
III. Tobacco (including Bidi-making) <i>Manufactory</i> —contd.	Rs. As. Ps.	Rs. As. Ps.	
Madhya Pradesh—			
(a) Bidi	1 0 0 to 1 8 0 per 1,000 bidi's.		
Madras—			
(a) Bidi	1 2 0† per 1,000 bidi's.		†Excluding cost of living allowance up to 4 annas in a Rupee of basic wages. Rs. 29-4-0 to Rs. 32-8-0 p.m. for (b), (c) and (d).
(b) Scented & chewing tobacco.	1 2 0 to 1 4 0 per day.		
(c) Cigars	2 0 0† per 1,000 cigars.		
(d) Tobacco curing	1 4 0† per day		
Orissa—			
(a) Bidi	1 6 0 per 1,000 bidi's.	..	
Uttar Pradesh	1 0 0 per day	..	
West Bengal—			
(a) Bidi	1 12 0* to 2 4 0 per 1,000 bidi's or 1 12 3 to 2 1 3 per day	..	*D. A. is linked to cost of living index numbers.
(b) Cigarettes	2 2 6 per day*	..	
Hyderabad—			
(a) Tobacco	1 4 0 to 1 8 0 per day	0 12 0 to 1 4 0 per day	
Madhya Bharat	1 2 0 to 1 8 0 per 1,000 bidi's.	..	

TABLE NO. LXI—contd.

1	2	3	4
III. Tobacco (including Bidi-making) <i>Manufactory</i> —contd.	Rs. As. Ps.	Rs. As. Ps.	
Mysore—			
(a) Bidi	1 6 0 per 1,000 bidies	..	
(b) Tobacco . . .	1 2 0 per day	1 0 0 per day	
Rajasthan—			
(a) Bidi	1 6 0 per day	.	
Saurashtra—			
(a) Bidi	2 0 0 to 2 8 0 per 1,000 bidies	.	
Travancore-Cochin—			
(a) Bidi	1 14 0 per 1,000 bidies	.	
Vindhya Pradesh—			
(a) Bidi	1 2 0 to 1 4 0 per 1,000 bidies or 1 2 0 per day (Rs. 30 p.m.)	1 2 0 to 1 4 0 per 1,000 bidies or 1 2 0 per day (Rs. 30 p.m.)	
Ajmer—			
(a) Bidi	1 2 0 to 1 7 0 per 1,000 bidies	..	
(b) Snuff	1 0 0 per day	..	
Bhopal—			
(a) Bidi	1 4 0 to 1 8 0 per 1,000 bidies	..	
Tripura	1 12 0 per 1,000 bidies	..	

TABLE NO. LXI—contd.

1	2	3	4
	Rs. As. Ps.	Rs. As. Ps.	
IV. Plantations—			
A- am (Tea)	1 4 0 to 1 6 0	1 3 0 to 1 5 0	Anna one per seer of green leaf plucked plus a daily allowance of As. 3 in parts of A- am Valley. D.A. of As. 5 to 6 per day.
Bihar (Tea)—			
(a) Ranchi	1 1 0	..	Rs. 35 p.m. Re. 0-1-0 a seer of green leaf plucked.
(b) Purnea	1 3 0	1 1 0	6 pies a seer for pluckers.
Madras (Tea, Coffee, Rubber and Cinchona)	1 2 6 to 1 9 0	..	
Punjab	1 0 0	0 11 0	
Uttar Pradesh—			
(Dehra Dun District) ..	1 0 0	..	Rs. 26 p.m.
West Bengal—			
(a) Tea Gardens—			
(i) Dooars, Terai & Cooh Behar.	1 11 0 to 1 11 6	1 8 0 to 1 9 6	Provision exists for the revision of dearness allowance according to changes in the cost of living.
(ii) Hill areas of Darjeeling.	1 6 0	1 3 0	
(b) Cinchona	1 8 9	1 2 0	
Mysore	1 0 0	0 13 0	
Coorg—			
(a) Coffee	1 2 9	0 14 0	
(b) Cardamom	1 2 9 to 1 5 0	0 14 0 to 0 15 9	
Travancore-Cochin—			
(a) Coffee-garden ..	1 9 6	1 3 3	
(b) Cardamom-factory ..	1 13 0	1 6 0	
(c) Rubber	1 0 0 to 1 2 1	..	
Kerala—			
Rubber .. ..	..	0 9 6 to 0 12 6	

TABLE NO. LXI—contd.

1	2	3	4
V. <i>Oil Mills—</i>	Rs. A. P.	R. A. P.	
Bihar	1 8 0	..	
Bombay	1 2 0 to 2 5 0	..	
Madhya Pradesh	1 4 0 to 1 6 0	1 0 0 to 1 2 0	
Madras	1 2 0	..	
Punjab	1 12 0	..	Rs. 45 p.m.
Uttar Pradesh	1 0 0	..	Rs. 26 p.m.
West Bengal	1 13 6 to 1 14 9	1 7 2 to 1 8 7	The rates are subject to revisions with fluctuations in cost of living index numbers.
Hyderabad	1 3 0 to 1 5 0	1 1 0 to 1 4 0	
Mysore	1 0 0	0 12 0	
PEPSU	1 12 0	..	Rs. 45 p.m.
Rajasthan	1 2 0	1 0 0	Rs. 30 p.m.
Saurashtra	1 8 0 to 2 9 0	..	Rs. 39 p.m. to Rs. 52 p.m.
Travancore-Cochin	1 12 0	..	
VI. <i>Local Authority—</i>			
Central Government—			
(a) Ports of Madras, Bombay & Calcutta.	65 0 0 p.m.	..	Basic Wage of Rs. 30 + D.A. of Rs. 35 p.m.
Bihar—			
(a) District Boards	25 0 0 p.m.	..	For menials in Engineering and Veterinary Departments, etc.
(b) Municipalities	27 0 0	..	For Jamedars, Sweepers, Cart drivers, etc.
Bombay	40 0 0 p.m.	..	
Madhya Pradesh	0 14 0 to 1 2 0	0 9 0 to 0 13 0	

TABLE NO. LXI—contd.

1	2	3	4
	Rs. A. P.	Rs. A. P.	
VI. Local Authority—contd.			
Madras	34 0 0 to 49 0 0 p.m.	..	
Orissa ..	1 0 0	..	
Punjab ..	40 0 0 to 60 0 0 p.m.	..	
Uttar Pradesh ..	17 8 0 to 36 4 0 p.m.		
West Bengal—			
(a) Municipalities ..	1 0 0 to 52 8 0 p.m.	11 0 0 to 30 8 0 p.m.	
(b) District Boards ..	13 4 10 to 50 0 0	..	
Madhya Bharat	15 0 0 to 25 0 0 p.m.	..	
Mysore	35 0 0 p.m.	30 0 0 p.m.	
PEPSU	40 0 0 to 50 0 0 p.m.	..	
Rajasthan	1 2 0	1 2 0	Rs. 30 p.m.
Saurashtra	1 6 6 to 1 12 0	..	Rs. 32-8-0 to Rs. 52 p.m. (for unskilled workers.)
Travancore-Cochin ..	20 0 0 p.m.	.	
Vindhya Pradesh ..	20 0 0 p.m.	20 0 0 p.m.	
Ajmer—			
(a) Local Bodies ..	17 8 0 p.m.	.	Basic wage Rs. 70 + D.A. Rs. 17-8 0 p.m.

TABLE NO. LXI—*contd.*

1	2	3	4
VI. Local Authority— <i>contd.</i>	Rs. As. P.	Rs. As. P.	
Ajmer— <i>contd.</i>			
(b) Ajmer & Beawar Municipalities and District Boards	19 4 0 p.m.	..	Basic Wage of Rs. 30 + D.A. of Rs. 19-4-0 p.m.
Delhi	1 11 0 to 2 2 6	..	Rs. 51 to Rs. 65 p.m.
Bhopal	1 0 0* to 1 4 0	0 12 0† to 1 0 0	*For male mazdoors † For female mazdoors.
VII. Road Construction and Building Operations—			
Central Government—			
(a) Work charged staff ..	70 0 0 p.m.	..	Basic wage of Rs. 30 + D.A. of Rs. 40 p.m.
(b) Contract Labour ..	0 13 0 to 2 2 0	0 10 0 to 1 12 0	
Assam	1 8 0	..	
Bihar	1 4 0	..	
Bombay	1 12 0 to 2 6 0	..	Rs. 45-8-0 to Rs. 61-12-0 per month.
Madhya Pradesh	0 10 0 to 1 4 0	0 8 0 to 0 12 0	
Madras	1 2 0 to 1 6 0	..	
Orissa	0 12 0 to 1 0 0	0 8 0 to 0 12 0	
Punjab	1 12 0	1 8 0	
Uttar Pradesh	1 0 0	..	Rs. 26 p.m.
West Bengal	1 4 0 to 2 0 0	0 14 0 to 1 12 0	
Hyderabad	1 4 0 to 1 14 0	0 14 0 to 1 0 0	
Madhya Bharat	0 10 0	..	
Mysore	1 0 0	0 12 0	

TABLE NO. LXI—contd.

1	2	3	4
	Rs. As. Ps.	Rs. As. Ps.	
<i>VII. Road Construction and Building Operations—contd.</i>			
PEPST	1 12 0*	1 8 0	*Rs. 45 p.m.
Rajasthan	1 12 0†	0 12 0§	†Rs. 30 p.m. §Rs. 20 p.m.
Saurashtra	1 2 0 ₁ to 1 12 0	..	
Travancore-Cochin	1 6 0	0 14 0	
Udhy Pradesh	0 12 0	0 12 0	
Delhi	1 12 0	..	
Bhopal	1 0 0 to 1 4 0	0 12 0 to 1 0 0	
<i>VIII. Stone Breaking or Stone Crushing—</i>			
Bihar	1 4 0	..	
Bombay	1 8 9 to 2 5 0	..	Rs. 10 to Rs. 60 p.m.
Madhya Pradesh	0 10 0 to 1 4 0	0 8 0 to 0 12 0	
Madras	1 2 0 to 1 8 0	..	
Orissa	0 12 0 to 1 0 0	0 8 0 to 0 12 0	
Punjab	1 12 0	1 8 0	
Uttar Pradesh	1 0 0	..	Rs. 26 p.m.
Hyderabad	1 4 0 to 1 12 0	0 14 0 to 1 0 0	
Madhya Bharat	1 2 0	0 14 0	
Mysore	1 0 0	0 12 0	
PEPSU	1 12 0*	1 8 0	*Rs. 45 p.m.
Rajasthan	1 2 0*	0 12 0†	*Rs. 30 p.m. †Rs. 20 p.m.

TABLE NO. LXI—contd.

1	2	3	4
	Rs. As. P.	Rs. As. Ps.	
VIII. Stone Breaking or Stone Crushing—contd.			
Samashtra	1 8 0	..	
Travancore-Cochin .	1 10 0	..	
Vindhya Pradesh	0 12 0	0 12 0	
Delhi	1 12 0	..	Rs. 52-8-0 p.m.
Bhopal	1 1 0	1 0 0	
IX. Lac Manufactories—			
Bihar	1 0 0 to 1 4 0	1 0 0	
Madhya Pradesh .	0 15 6	0 11 6	
Uttar Pradesh	1 0 0	..	Rs. 26 p.m.
X. Mica—			
Andhra—			
(a) Mines	1 0 0	..	For surface unskilled mazdoors
(b) Factories	1 2 0 to 1 6 0	.	
Bihar—			
(a) Mines	1 5 9	..	For surface mazdoors and water carriers.
(b) Works	1 1 6	..	
Madras—			
(a) Mines	1 0 0	..	For surface unskilled mazdoors, etc.
(b) Works	1 4 0	..	For unskilled workmen.
Rajasthan—			
(a) Mines	30 0 0 p.m. or 1 2 0 p.d.	20 0 0 p.m. or 0 12 0 p.d.	
(b) Works	1 8 0	..	Rs. 45 p.m.

TABLE NO. LXI—contd.

1			2	3	4
			Rs. As. Ps.	Rs. As. Ps.	
XI. Public Motor Transport—					
Central Government—					
Conductors	..	..	65 0 0 p.m.	..	Basic Wage of Rs. 30 + D.A. of Rs. 35/- p.m.
Water boy	..	..	55 0 0 p.m.	..	Basic Wage of Rs. 20 + D.A. of Rs. 35 p.m.
Assam—					
Unskilled	..	..	1 13 0	..	Rs. 47 p.m.
Conductors	..	..	2 1 10	..	Rs. 55 to Rs. 60 p.m. (Trip allowance is also given).
Bihar	..	..	1 12 0	..	Rs. 45 p.m.
Bombay—					
Unskilled	..	..	1 8 9 to 2 5 0	..	Rs. 40 to Rs. 60 p.m.
Conductors	..	..	2 2 0 to 2 14 3	..	
Madhya Pradesh	..	..	1 5 0	..	
Madras—					
Conductors	..	..	35 0 0 p.m.	..	
Unskilled	..	..	26 0 0 p.m.	..	
Orissa—					
Conductors	..	..	45 0 0 p.m.	..	
Unskilled	..	..	30 0 0 p.m.	..	
Punjab—					
Conductors	..	..	50 0 0	..	
Cleaners	..	..	20 0 0*	..	*Excluding D.A., Travelling allowance & Similar Compensatory allowance.
Uttar Pradesh	..	..	1 0 0	..	Rs. 26 p.m.

TABLE NO. LXI—contd.

1			2	3	4
XI. Public Motor Transport - contd.			Rs. As. Ps.	Rs. As. Ps.	
West Bengal—					
Conductors	..	..	2 11 0 to 3 0 0	..	Rs. 76 to Rs. 78 p.m. D.A. is linked to cost of living in both cases.
Cleaners	..	..	2 1 10	..	Rs. 55 p.m.
Madhya Bharat—					
Conductors	..	..	65 0 0†	..	†Excluding dearness allowance.
Cleaners	..	..	45 0 0 p.m.‡	..	‡Excluding dearness allowance.
Mysore—					
Conductors	..	..	1 12 0	..	Rs. 45 (Rs. 25 of Basic Wage + Rs. 20 of D.A.) p.m.
Cleaners	..	..	1 8 7	..	Rs. 40 (Rs. 20 of Basic Wage + Rs. 20 of D.A.) p.m.
PEPSU—					
Conductors	..	..	75 0 0 p.m.	..	
Cleaners	..	..	55 0 0 p.m.	..	
Rajasthan			1 2 0	..	
Saurashtra—					
Conductors	..	..	1 8 0||	..	} || D.A. of Re. 0-13-0 to Re. 1-0-0 per day.
Unskilled	..	..	1 0 0||	..	
Travancore-Cochin	..	..	1 14 0	..	
Vindhya Pradesh	..	..	1 2 0	1 2 0	Rs. 30 p.m.
Ajmer—					
Conductors	..	..	52 0 0 p.m.	..	
Cleaners	..	..	42 0 0 p.m.	..	

TABLE NO. LXI—*contd.*

1				2	3	4
				Rs. \s. Ps.	Rs. \s. Ps.	
XI. Public Motor Transport— <i>contd.</i> Bhopal—						
Conductors	..	..	..	45 0 0 p.m.	..	
Cleaners	..	..	..	30 0 0 p.m.	..	
Coorg—						
Conductors	..	..	..	30 0 0 p.m.*	..	*Excluding Rs. 22 p.m. as D.A.
Cleaners	..	..	..	22 12 0† p.m.	..	†Excluding Rs. 20 p.m. as D.A.
Delhi—						
Unskilled	..	..	..	2 0 0	..	Rs. 60/- p.m.
Cleaners	..	..	..	2 3 9	..	Rs. 67/- p.m.
XII. Tanneries and Leather Manu- factory—						
Bihar	..	..	..	2 6 0	..	Rs. 65 p.m.
Bombay	..	..	..	1 8 9 to 2 5 0	..	Rs. 40 to Rs. 60 p.m.
Madhya Pradesh	..	..	..	35 0 0 p.m.	..	For tanneries only.
Madras	..	..	..	0 12 0	..	
Punjab	..	..	..	1 12 0	..	Rs. 45 p.m.
Uttar Pradesh	..	..	..	1 0 0	..	Rs. 26 p.m.
West Bengal	..	..	..	1 15 6	1 15 6	For tanneries only.
Mysore	..	..	..	††1 5 1	**1 1 5	††D.A. of Re. 0-11-1 is also paid. **D.A. of Re. 0-7-5 is also paid.
Travancore-Cochin	..	..	..	1 4 0	..	
XIII. Any Foundry—						
Delhi	..	..	..	1 14 8 to 2 0 0	..	Rs. 57 to Rs. 60 p.m.
Punjab	..	..	..	1 14 0	..	Rs. 50 p.m.

TABLE NO. LXI—contd.

1	2	3	4
	Rs. As. Ps.	Rs. As. Ps.	
XIV. Automobile Engineering Including Servicing and Repairs—			
Delhi	2 0 0	..	Rs. 60 p.m.
XV. Cement—			..
Madhya Pradesh	1 10 0	1 8 0	
XVI. Cotton Ginning and Pressing—			..
Bombay (i)	27 8 0 to 60 0 0 p.m.		
(ii)	27 8 0 to 46 4 0* p.m.	..	*For Saurashtra Area
Madhya Pradesh	1 4 0 to 1 6 0	1 2 0 to 1 4 0	
XVII. Glass—			
Madhya Pradesh	1 6 0 to 1 10 0	1 4 0 to 1 8 0	
XVIII. Potteries—			
Madhya Pradesh	1 6 0	1 2 0	
XIX. Printing Presses—			
Bombay	20 0 0 to 70 0 0 p.m.	..	
Madhya Pradesh	26 0 0 to 40 0 0 p.m.	..	
Delhi	1 12 0 to 1 14 8	..	Rs. 52-8.0 to 57-8.0 p.m.
Punjab	60 0 0 p.m.	..	

TABLE NO. LXI—*contd.*

1	2	3	4
	R. A. P.	Rs. A. P.	
XX. <i>Textiles—</i>			
Ajmer	30 0 0* p.m.	..	*Excluding D.A. of Rs. 26 p.m. at Bijainagar & Rs. 30 p.m. at Beawar.
XXI. <i>Gota Kinari—</i>			
Rajasthan	40 0 0 to 70 0 0 p.m.	..	
XXII. <i>Coir—</i>			
Kerala	0 6 0 to 1 2 0 per 1,000 husks	..	
XXIII. <i>Wool Pressing, Baling and Cleaning—</i>			
Ajmer (a)	56 0 0 p.m.	..	For unskilled workers in wool pressing & baling establishments.
(b)	45 0 0 p.m. or 1 11 0 per day for casual workers.	..	For sorters, pickers, Waterman, Palo Uthanawala, Bhattiwala, Palliwala and Galasaf kernewala in wool cleaning establishments.
(c)	1 3 0 per day or 1 3 6 per banta-weight	..	In wool-cleaning establishments in Ajmer State excepting kekri.
XXIV. <i>Salt Pan Industry—</i>			
Bombay	2 6 0	..	For mud workers.

TABLE NO.

					Minimum Wages	
Areas					Ploughing	Sowing
1					2	3
					Rs. As. Ps.	Rs. As. Ps.
XXV. Agriculture—						
Central Government—						
(a) Potato Research Institute, Kufri ..					1 12 0	1 12 0
(b) Potato Research Institute, Patna ..					1 4 0	1 4 0
(c) Central Vegetable Breeding Station, Kulu Valley, Punjab.					1 8 0	1 0 0 to 1 4 0
(d) Indian Agricultural Research Institute, New Delhi.					2 0 0	2 0 0
Andhra	..	..	..	..	1 8 0	1 8 0
Assam	..	..	..	..	1 4 0*	1 4 0*
Bihar—						
(1) Sadar Sub-Division, Dhanbad and Singhbhum.					Three seers to 3 seers and 12 chataks paddy and $\frac{1}{2}$ seer to $\frac{1}{2}$ seer Masuri per day for all operations.	
(2) Palaman and Hazaribagh					One Sr. 12 chataks of rice and $\frac{1}{2}$ seer of Sattu or 2 Sr. 8 chataks of paddy and 6 to 8 chataks of Sattu.	
(3) Patna, Shahabad and Gaya ..					1 seer 12 chataks to 1 seer 14 chataks of rice or wheat and $\frac{1}{2}$ seer Sattu or 2 seers 10 chataks to 2 seers 13 chataks of paddy and $\frac{1}{2}$ seer Sattu or 2 seers 3 chataks of Masuri to 3 seers 4 chataks of Kesari, etc.	
Punjab	..	..	..	..	1 0 0	1 0 0
Kerala (T.C. Area)	..	..	..	..	1 8 0 to 2 12 0	..
Madhya Pradesh	..	..	..	..	0 12 0	0 12 0
Odisha	..	..	..	..	Re. 0-10-0 to Re. 0-12-0 in different localities	

* The rate (which is for 5 hours) is in addition to existing amenities in the shape of ...

LXI—contd.

fixed for

Embanking	Manuring	Irrigation	Threshing
4	5	6	7
Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
1 12 0	1 12 0	1 12 0	1 12 0
1 4 0	1 4 0	1 4 0	1 4 0
1 0 0	1 0 0	1 8 0	1 0 0
to	to		to
1 4 0	1 4 0		1 4 0
2 0 0	..	2 0 0	2 0 0
1 8 0	1 8 0	1 8 0	1 8 0
..
Three seers to 3 seers and 12 chataks paddy and $\frac{1}{2}$ seer to $\frac{1}{2}$ seer Masuri per day for all operations.			
Same as in columns 2 and 3 for all operations			
<p>1 seer 12 chataks to 1 seer 14 chataks of rice or wheat and $\frac{1}{2}$ seer Sattu or 2 seers 10 chataks to 2 seers 13 chataks of paddy and $\frac{1}{2}$ seer Sattu or 2 seers 3 chataks of Masuri to 3 seers 4 chataks of Kesari, etc.</p> <p>2 seers 3 chataks to 2 seers 6 chataks of rice or wheat and 10 chataks Sattu or 3 seers 5 chataks to 3 seers 8 chataks of paddy and 10 chataks Sattu per day; 2 seers 12 chataks Masuri to 4 seers 1 chatak Kesari.</p>			
1 0 0	1 0 0	1 0 0	0 12 0
..	..	..	1/9th of the harvested paddy in addition to the customary payment called 'Theerpu' or 'Vallemkudi'.
0 12 0	0 12 0	0 12 0	0 12 0
Re. 0-10-0 to Re. 0-12-0 in different localities			

TABLE NO.

					Minimum Wages	
Areas					Ploughing	Sowing
1					2	3
XXV. Agriculture—contd.					R. A. P.	R. A. P.
Panjab					1 0 0 p.d.	1 0 0 p.d.
					With meals to 2 8 0	With meals to 2 8 0
					Without meals	Without meals
Uttar Pradesh					1 0 0	1 0 0
West Bengal					Rs. 1-8-0 to 2-4-0 per day	
Hyderabad					Re. 0-12-0 to one rupee	
Himachal Pradesh@					Rs. 1-2-0 to Rs. 1-8-0	
Kutch					0 12 0	0 12 0
Mysore					0 10 0	0 14 0
					plus 1 meal to 0 12 0	to 1 0 0
					plus 1 meal or 0 14 0	
					to 1 0 0	
P.E.P.S.U.					(i) 1 8 0	1 8 0
					to 2 0 0	to 2 0 0
					Without meals	Without meals
					(ii) 1 0 0	1 0 0
					to 1 8 0	to 1 8 0
					With meals.	With meals
Rajasthan					1 4 0	For all
Vandhya Pradesh					0-10-0 per day or foodgrains of equal value	
Ajmer					1 0 0	1 0 0
Durg					1 5 0	1 5 0
Dahol					2 0 0	2 0 0
Telhara					1 2 0	1 2 0
					plus 3 meals a day to 1-10-0	plus three meals a day to 1-10-0 plus rice
					plus existing	plus existing
					perquisite.	perquisite.

* The rates are fixed for one year only with effect from July 14, 1952.

LXI—contd.

fixed for

Unloading	Manuring	Irrigation	Threshing
4	5	6	7
R. A. S. P. 1 0 0 p.d.	R. A. S. P. 1 0 0 p.d.	R. A. S. P. 1 0 0 p.d.	R. A. S. P. 1 0 0 to 1 8 0 p.d.
With meals to 2 8 0	With meals to 2 8 0	With meals to 2 0 0 p.d.	or 4 seers wheat with meals to 6 seers of wheat without meals.
Without meals 1 0 0	Without meals 1 0 0	1 0 0	1 0 0
in different localities.			
per day in different localities.			Wage, in kind.
for all operations.			
0 12 0	0 12 0	0 12 0	0 12 0
0 14 0	0 14 0	0 14 0	0 14 0
to 1 0 0	to 1 0 0	to 1 0 0	to 1 0 0
Same as in column 2 for all these operations			
operations			
for all operations			
0 10 0	0 12 0	1 0 0	0 12 0
to 1 0 0			
1 5 0	1 5 0	1 5 0	1 5 0
2 0 0	1 8 0	2 0 0	2 0 0
2 0 0	1 8 0	2 0 0	2 0 0

TABLE NO.

					Minimum Wages	
Areas					Harvesting	Transplanting
1					8	9
					Rs. As. Ps.	Rs. As. Ps.
XXV. Agriculture - contd.						
Central Government						
(a) Potato Research Institute, Kufri ..					1 12 0	1 12 0
(b) Potato Research Institute, Patna ..					1 4 0	1 4 0
(c) Central Vegetable Breeding Station, Kulu Valley, Punjab.					1 0 0 to 1 4 0	1 0 0 to 1 4 0
(d) Indian Agricultural Research Institute, New Delhi.					2 0 0	1 8 0
Andhra					1 8 0	1 8 0
Assam .. .. .					..	1 4 0 pd.
Bihar—						
(1) Sadar Sub-Division, Dhanbad and Singhbhum.					One in 20 bundles of harvested crop.	..
(2) Palamau & Hazaribagh ..					One in 16 bundles of harvested crop.	One Sr. 12 Chs. of rice and 4 Sr. Sattu per day or 2 Srs. ten Chs. of paddy and 4 Sr. Sattu per day or 3 Srs. paddy and 6 Chs. Sattu per day.
(3) Patna, Shahabad and Gaya ..					Same as in col. No. 2 to 7.	As in column No. 7
Bombay					0 12 0	0 12 0
Kerala (T.C. Area)					Same as in column 7	1 8 0 (Men) 1 0 0 (Women)
Madhya Pradesh					0 14 0	0 10 0
Orissa					Same as in columns 2 to 7.	

LXI—contd.

fixed for

Weeding	Women	Children	Attached Labour
10	11	12	13
Rs. As. Ps.	Rs. As. Ps.	Rs. As. Ps.	Rs. As. Ps.
1 12 0	1 8 0	1 4 0 & 1 8 0	Rs. 70 p.m. (Rs. 30 as basic wage and Rs. 40 as D.A.) for whole time workers (Men).
1 4 0	0 14 0	0 12 0	..
1 0 0 to 1 4 0	1 0 0 to 1 4 0	..	..
1 8 0 to 2 0 0	1 4 0 to 1 8 0	0 12 0 to 1 0 0	..
1 8 0	0 12 0	..	..
1 4 0 p.d.*	..	..	..
..	..	..	6 to 7 maunds of paddy in a year extra in addition to usual wages.
Same as for plough- ing and sowing.	..	..	..
Same as in col. 2 to 7.	..	..	..
0 12 0	..	0 8 0	..
..
0 10 0	0 8 0	0 6 0 to 0 8 0	Rs. 20 per month.
Same as in col. 9	0 8 0	0 6 0 to 0 - -	

TABLE NO.

					Minimum wage	
1					Harvesting	Trans-planting
XXV. Agriculture contd.					Rs. A. P.	Rs. A. P.
Punjab	..	..	..	..	1 8 0 p.d. With meals to 2 0 0 p.d. or one bhari of un-threshed wheat p.d. or 5% of crop harvested.	0 12 0 With meals to 1 4 0 Without meals per kanal.
Uttar Pradesh	..	..	..	..	1 0 0	1 0 0
West Bengal	..	..	..	..	Same as in columns 2 to 7.	
Hyderabad	..	..	..	..	Wages in kind	
Himachal Pradesh@	..	..	..	..	Same as in columns 2 to 7	
Kutch	..	..	..	..	0 12 0	0 12 0
Mysore	..	..	..	..	1 0 0 plus two meals to 1 8 0 p.d. for arecanut 2 0 0 to 3 8 0 for coconut	0 14 0 to 1 0 0
P.E.P.S.U.	..	..	..	..	Same as in column 2	1 4 0 to 1 8 0 Without meals 0 12 0 to 1 0 0 With meals
Rajasthan	..	..	..	..	Rs. 1-4-0 for all operations	
Vindhya Pradesh	..	..	..	..	Same as in column 2 for all operations.	
Ajmer	..	..	..	..	0 12 0	0 12 0
Coorg	..	..	..	..	1 5 0	1 5 0
Delhi	..	..	..	..	2 0 0	1 8 0
Tripura	..	..	..	..	2 0 0	1 8 0

LXI—concl'd.

fixed for

Weeding	Women	Children	Attached Labour
10	11	12	13
1 0 0 to 1 12 0	0 12 0 to 1 8 0	..	..
1 0 0 Same as in cols. 2 to 9	1 0 0 1 6 0 to 2 0 0	0 10 0 0 14 0 to 1 4 0	Rs. 25 p.m. and two meals a day.
Same as in cols. 2 to 9	0 6 0 to 0 10 0	0 4 0 to 0 6 0	Rs. 110 plus 4 pollas paddy or three meals a day to Rs. 250 per year without meals.
Same as in cols. 2 to 9	..	0 10 0 to 0 12 0	Rs. 20 to Rs. 28 p.m. or Rs. 240 to Rs. 336 per year.
0 12 0 0 14 0 to 1 0 0	0 9 0 0 10 0 to 0 12 0	0 5 0 0 8 0 to 0 10 0	Rs. 10 p.m. or Rs. 120 per annum with meal, clothing, kambli, etc.
1 4 0 to 1 8 0 Without meals	..	..	Rs. 250 to Rs. 300 a year for Rs. 21 to Rs. 25 per month with meals or foodgrains of equivalent value with meals.
0 12 0 to 1 0 0	..	..
Same as in cols. 2 to 9	0 14 0	0 10 0	..
Same as in cols. 2 to 9	0 8 0 p.d.		
0 12 0	or foodgrains of equivalent value.	0 8 0	Rs. 15 p.m. plus three meals a day or Rs. 30 p.m.
1 5 0 1 8 0 to 2 0 0	0 15 0 1 4 0 to 1 8 0	0 10 0 ..	Rs. 45 per month.
..	..	..	Rs. 130 to Rs. 160 plus perquisites.

Council consists of representatives of national organisations and confederations of employers and labour, the Government, and other interests such as technicians, consultants, small industries and scholars, numbering about 60 in all. The Council will launch a campaign for increase in productivity through improved methods, proper utilization of resources, a higher standard of living and improved working conditions; the activities of the Council will initially relate to the industrial sphere, but by and by extension of the activities to include all economic sectors is contemplated. The Council will also stimulate and facilitate the establishment and development of local, regional and industry-wise councils. Productivity Councils have been established recently in the States of Bombay and Mysore and one is being set up in Bihar.

Monthly statistics of output per manshift of workers employed in coal mines continued to be published by Chief Inspector of Mines in India. These statistics for the year ending December, 1957 are presented in the following table:

TABLE NO. LXII
PRODUCTIVITY OF WORKERS EMPLOYED IN COAL MINES, 1956 AND 1957

Month and year*	Output per man-shift for					
	Miners and loaders		All persons employed underground & in open Working		All persons employed above & underground	
	In tons	In Kilo-grams	In tons	In Kilo-grams	In tons	In Kilo-grams
Average 1956	1.12	1,137.98	0.59	599.47	0.38	386.10
Average 1957 ..	1.14	1,160.84	0.61	619.79	0.41	416.53
October 1956 ..	1.15	1,168.46	0.60	609.63	0.39	395.26
November 1956 ..	1.18	1,198.94	0.62	622.95	0.40	406.42
December 1956 ..	1.18	1,198.94	0.62	622.95	0.41	416.53
January 1957 ..	1.13	1,148.14	0.62	629.95	0.40	406.42
February 1957 ..	1.15	1,168.46	0.62	629.95	0.40	406.42
March 1957 ..	1.13	1,148.14	0.62	629.95	0.42	426.74
April 1957 ..	1.13	1,148.14	0.61	619.79	0.41	416.53
May 1957 ..	1.13	1,148.14	0.61	619.79	0.41	416.53
June 1957 ..	1.15	1,168.46	0.61	619.79	0.41	416.53
July 1957 ..	1.16	1,168.46	0.60	609.63	0.40	406.42
August 1957 ..	1.13	1,178.62	0.59	599.47	0.39	395.26
September 1957 ..	1.12	1,148.14	0.60	609.63	0.40	406.42
October 1957 ..	1.14	1,137.98	0.60	609.63	0.41	416.53
November 1957 ..	1.16	1,158.30	0.61	619.79	0.41	416.53
December 1957 ..	1.18	1,178.62	0.62	629.95	0.43	436.90
		1,198.94	0.63	640.11	0.43	436.90

Source—Chief Inspector of Mines, Dhanbad.

*Yearly averages are simple averages of the monthly figures.

The average output per man-shift in all the three categories was higher in 1957 as compared to 1956.

Under the second Five Year Plan the Labour Bureau has taken up a project for building up Interim Productivity Indices based on secondary source data mainly available through the annual Census of Manufactures, for nine selected industries, viz., Jute Textiles, Iron and Steel, Sugar, Cotton Textiles, Glass, Cement, Paper,

Matches, and Woollen Textiles. The year 1947 has been adopted as base for this purpose and annual indices are proposed to be compiled from 1948 on this base. The broad outlines of the methods to be followed in the construction of the indices of productivity have been finalised and work relating to the compilation of the indices is in progress.

In the study taken up by the Bureau labour productivity will be derived as the ratio of physical output to the labour input. This, of course, is a very broad definition and clearly admits of various interpretations according to the manner in which output and labour input are measured. According to the above definition, labour productivity cannot be regarded as being other than a multivariate function i.e., subject to the influences of a large number of factors. Thus, labour productivity, as defined above, does not reveal changes in the intrinsic efficiency of labour, but, rather the changing effectiveness with which labour is utilised in conjunction with other factors. As such, labour productivity is not a measure of the specific contribution of labour, or of capital, or any one factor of production. It will show the cumulative influence of the operation of a large number of separate, though inter-related, influences such as technological improvements, the rate of operation, the degree of efficiency achieved in different processes, the availability of supplies and the flow of materials and components, employer-employee relations, the skill and effort of the workers, the efficiency of management, etc. Broadly speaking, changes in labour productivity will indicate the savings obtained or dissavings suffered in real labour cost element over time as a result of changes in productive efficiency of all factors of production and factor substitutions. Labour input has been chosen for study in relation to physical output because it is more readily measurable than other input factors and because it possesses a universal element common to all plants, processes and industries. But one could as well take production per unit of capital, raw material, etc., to study the productivity of the relevant factor.

In the study taken up by the Bureau, two concepts of output and two concepts of labour input will be used. The two concepts of output adopted are gross and net output at constant prices. Gross output measures the final output of the industry, while net output measures value added to the materials input by manufacturing process. Gross output usually includes a high proportion of the cost of materials and is, therefore, not very sensitive to the changes in labour input whereas net output being obtained by subtracting the materials including fuels consumed and depreciation from gross output, is more sensitive to the labour input changes. Thus, on the basis of these concepts, four measures of labour productivity will be obtained:

(a) Gross output per man	..	..	..	=	$\frac{\text{Gross output}}{\text{Men employed}}$
(b) Gross output per man-hour	..	..	..	=	$\frac{\text{Gross output}}{\text{Man-hours worked}}$
(c) Net output per man	..	..	..	=	$\frac{\text{Net output}}{\text{Men employed}}$
(d) Net output per man-hour	..	..	..	=	$\frac{\text{Net output}}{\text{Man-hours worked}}$

Each of these four types of indices will have its own uses from the point of view of the specific purposes for which productivity indices are required.

The actual method proposed to be followed in deriving the above productivity indices will be to compile a special-purpose output index and a corresponding labour input index and to divide the former by the latter. The special-purpose output index will be a ratio of the value of production-complex in the current period at base-period prices to the value of the base-period production-complex. Actually two types of such output indices will be compiled, one based on the concept of gross output and the other on net output. Similarly, two types of labour-input indices will be compiled by taking a straight ratio of men employed or man-hours worked during the current and base-periods, with some adjustments for the number of women and children employed in order to reduce them to adult-men-equivalents.

The Bureau hopes to publish the results of the above studies in due course

CHAPTER III

COST AND LEVEL OF LIVING

I. Family Budget Enquiries

The Government of India had conducted family budget enquiries mainly for obtaining data on weighting diagrams for Consumer Price Index Numbers at a large number of centres during 1943-44. At present, the Labour Bureau maintains Working Class Consumer Price Index Numbers on the basis of the results of these enquiries. However, in the Second Five Year Plan the need for constructing new series of Index Numbers on a uniform basis and based on up-to-date consumption pattern was stressed. The Government of India have accordingly decided to conduct fresh family living surveys among working class at 50 important industrial centres in India. A list of the centres where fresh family living surveys are proposed to be conducted is given at page 148. This scheme has been finalised in consultation with the State Governments and the Technical Advisory Committee. Besides collecting data on income, expenditure and consumption for deriving the weighting diagrams for compiling Consumer Price Index Numbers, it is also proposed to collect data in the course of these surveys on other components of levels of living *e.g.*, demography, education and skill, working conditions, awareness of rights under Labour Laws, trade unionism, social security benefits, employment history with special reference to forced idleness, housing conditions and situation of the house in the context of social amenities, family welfare, recreation and other habits and savings and assets. Similar surveys among the middle class employees at 45 centres are also proposed to be conducted by the Central Statistical Organisation, simultaneously with the working class surveys. So far as the rural population is concerned, an Agricultural Labour Enquiry covering family budget data was conducted in 1955-56 and the results are now being tabulated.

Information received from the States shows that during the period under review family budget enquiries were conducted at certain centres by the Governments of Bihar and Kerala, and the Government of Bombay was contemplating to conduct such enquiries at 7 centres in the State. Details of these enquiries are given below:—

Bihar—Family budget enquiries among industrial workers were conducted during the period 1st April 1956 to 31st March 1957 at Patna, Muzaffarpur, Monghyr-Jamalpur, Jamshedpur. Ranchi, Dehri-on-Sone and Katihar. These enquiries were meant to furnish weights for the construction of a new series of consumer price index numbers for each of these centres. The number of budgets actually collected was 239 for Patna, 238 for Muzaffarpur, 550 for Monghyr-Jamalpur, 719 for Jamshedpur, 120 for Ranchi, 340 for Dehri-on-Sone and 295 for Katihar.

Bombay—No fresh family budget enquiry was conducted during the period under review. However, during the Second Five Year Plan, the State Government contemplates to conduct family budget enquiries among industrial workers at seven centres in the State, viz., Rajkot, Baroda, Surat, Amalner, Nanded, Aurangabad and Poona. The object of the surveys is to provide weighting diagrams for the construction of new series of consumer price index numbers for these centres.

Kerala—Details of family budget enquiries conducted by the State Government are given below; these enquiries were meant mainly to furnish weights for the construction of new series of consumer price index numbers for each of the centres covered in the surveys.

- (i) During the months of February and March 1957, family budget enquiries among working class were conducted at 7 centres, viz., Palghat, Shoranpur, Ponnani, Kozhikode, Tellicherry, Cannanore and Kasaragod. All categories of working class families having annual family income less than Rs. 2,400 were covered in the surveys. The number of budgets collected was 300 at each of the seven centres.
- (ii) In December 1957 and January 1958, family budget enquiries were conducted among toddy tappers in six taluks, viz., Trichur, Thodupuzha, Meenachil, Sherthalai, Quilon and Karunagapally. A total of 1,000 households was selected for the purpose. Analysis of data collected was in progress.
- (iii) Family budget enquiries in respect of workers employed in Tea Plantations were conducted during the month of March 1958 in five districts, viz., Trivandrum, Quilon, Kottayam, Trichur and Palghat. 20 estates were selected in the State and 10 households from each estate were chosen for detailed investigations. Analysis of data collected was in progress.

II. Consumer Price Index Numbers

The Consumer Price Index Numbers for various centres in the Labour Bureau and the State Series are given in Table No. LXIV on pages 149 to 153. There was no material change in the Consumer Price Index Number Series compiled by the Labour Bureau and the various State Governments according to information available in the Labour Bureau. Some new series of Consumer Price Index Numbers were brought out by the State Governments of Assam, Madhya Pradesh, Punjab and West Bengal. They are given in a separate Table No. on pages 154-155.

Trends—The All-India Average Working Class Consumer Price Index Number (Base: 1949=100) was 111 during 1957 as against 105 during the preceding year. The All-India Index showed a downward tendency in January 1957 but remained stationary in the succeeding two months. To some extent, this might have been due to the usual seasonal movement of the Index. From April 1957, the index number started increasing and the rising tendency continued till September 1957. In October 1957 the index showed a slight fall which was neutralised in the following month. In December 1957 the index again registered a slight decline.

Movement of prices in India since 1954 was discussed in the previous issue of the Year Book. Briefly speaking, the year 1954 marked an overall decline in the prices specially of cereals which was due to de-control of wheat and coarse grains. The prices of certain commodities were affected to such an extent that the Government had to take steps to arrest further decline. In July 1954, the Government of India decided to purchase foodgrains in open market and to encourage exports through trade and fiscal policies. From the middle of 1955, prices showed a steady increase which was maintained during 1956 also. The rise in prices may be ascribed to a general increase in demand resulting from the increase in investment expenditure on public and private accounts financed by deficit financing and credit expansion during the last few years and also due to supply position of food-grains. With a view to arresting rising trend in prices, the Government (i) imposed a ban on export of food-grains, (ii) released stocks of wheat and rice with Government for sale through the fair price shops and (iii) arranged for larger imports of rice and wheat to build up reserves. A decline in prices was in evidence in the beginning of the year 1957 due primarily to a fall in prices of cereals attributable to measures taken by Government and as a result of increasing arrivals of new crop. In April 1957, the situation again caused some anxiety on account of reports of scarcity conditions in some States. This again led to an increase in the prices of foodgrains. To cope with the situation,

meet the local situation. For example, the Government of Bombay issued an Order requiring every holder of stocks exceeding 500 maunds of foodgrains to submit fortnightly a full statement of the stocks of foodgrains held by him. The West Bengal Government established a system of approved shops for channelling through all supplies of rice, wheat and wheat products. Identity cards were issued to the consumers. The approved shops were not allowed to deal in foodgrains other than those supplied by Government as a precaution against the diversion of these supplies into the open market. In order to prevent hoarding and profiteering in the newly harvested crop, the West Bengal Government issued a Notification dividing the entire State, with the exception of 6 districts, into six zones and prohibiting the movement of paddy out of these zones without a permit. The Government of Punjab banned exports of rice and paddy outside the State except under a State Government permit. The various measures taken by the Central and the State Governments had a salutary effect on prices and the situation eased a little during the latter part of the year. The trend in prices discussed above was generally reflected in the All-India Average Consumer Price Index Number.

In June 1957, a Committee known as the Foodgrains Enquiry Committee was appointed by the Government of India to investigate fully the reasons for the rise in the foodgrains prices and to suggest remedial measures to prevent speculative hoarding and arrest an undue rise in prices. The Committee recommended (i) the setting up of a high-powered authority known as the Price Stabilization Board for the formulation of policy for price stabilization in general and for determining from time to time the programme of enforcing it, (ii) the establishment of a suitable organisation known as Foodgrains Stabilization Organisation to execute that part of the policy and programme framed by the Price Stabilization Board as may relate specifically to purchase and sale operations in the field of foodgrains and (iii) setting up of a body of non-officials called the Central Food Advisory Council and a Price Intelligence Division in the Ministry of Food and Agriculture. Among short-term measures recommended by the Committee were (i) food distribution should be primarily through fair price shops or through institutions like co-operative societies or employer's organisations, etc., (ii) the sales from fair price shops should normally be on 'no profit, no loss' basis, (iii) a provision should be made for subsidised sales to specific categories of persons, (iv) big cities may be cordoned off in case of abnormal fall in production and non-availability of larger imports to insulate the rest of the economy from pressure that these cities with high purchasing power might exert on general supply, (v) a section should be set up within the State Government

and also at the Centre for the purpose of anticipating difficulties arising out of possible floods and drought, locating scarcity pockets and initiating prompt means to deal with them, (vi) Village Panchayats and Co-operatives should be encouraged through advances, wherever necessary, to set up grain golas, etc. etc.

In the Labour Bureau series, the annual Consumer Price Index Numbers for individual centres showed a general rise in 1957 as compared to 1956. The rise in the index numbers was correlated to the movements in the food group particularly, and other groups generally. The Consumer Price Index Number for some of the Centres in Bihar, viz., Dehri-on-Sone, Jharia and Monghyr particularly, recorded an appreciable rise of more than 10 points. The index numbers for Mercara, Jamshedpur, Tinsukia, Satna, Gauhati, Jabalpur, Kharagpur, Silchar, Plantation centres (covering Valparai, Vaithiri, Kullakamby and Gudalur) and Delhi each appreciated by 5 to 10 points. The average Consumer Price Index Numbers in the State series also generally registered a rise in 1957 as compared to 1956. In particular, the index numbers for Visakhapatnam, Warrangal, Bellary, Mysore City and Bangalore City showed an increase of 10 points or more. The movements in the Consumer Price Index Numbers in the State series also were generally accompanied by similar movements in the food group index numbers.

TABLE NO. LXIII

LIST OF CENTRES WHERE FRESH FAMILY LIVING SURVEYS ARE PROPOSED
TO BE CONDUCTED

State	Factory centres	Mining centres	Plantation centres
Assam	1. Digboi	..	1. Laha 2. Rangapara 3. Mariani 4. Doom Dooma
Bihar	1. Jamshedpur 2. Monghyr-Jamalpur	1. Jharia 2. Kodarma 3. Noamundi	..
Bombay	1. Bombay 2. Ahmedabad 3. Nagpur 4. Bhavanagar 5. Sholapur	..	..
Madhya Pradesh ..	1. Bhopal 2. Indore 3. Gwalior	1. Balaghat	..
Madras	1. Madras 2. Madurai 3. Coimbatore	..	1. Coonoor
Andhra Pradesh ..	1. Guntur 2. Hyderabad	1. Gudur	..
Orissa	1. Sambalpur	1. Bar'il	..
Uttar Pradesh ..	1. Kanpur 2. Banaras 3. Saharanpur	..	..
West Bengal ..	1. Calcutta 2. Howrah 3. Asansol	1. Raniganj	1. Darjeeling 2. Jalpaiguri
Mysore	1. Bangalore	1. Kolar Gold Fields	1. Chikmagalur 2. Ammathi
Kerala	1. Alwaye 2. Alleppey	..	1. Mundakkayam
Punjab	1. Amritsar 2. Jammunagar	..	..
Rajasthan	1. Jaipur 2. Ajmer	..	..
Delhi	1. Delhi	..	..
Jammu and Kashmir	1. Srinagar	..	..

TABLE NO. LXIV
CONSUMER PRICE INDEX NUMBERS DURING 1957
(BASE SHIFTED TO 1949=100)

[illegible]

TABLE NO. LXIV—contd.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
LABOUR BUREAU SERIES—														
<i>Delhi</i>														
Delhi	..	113	114	112	114	115	115	118	113	113	112	110	114	109
<i>Madhya Pradesh</i>														
Jabalpur	..	103	105	107	108	111	109	108	108	107	109	109	107	100
Bhopal (a)	..	100	101	98	99	104	104	104	103	101	99	100	101	98
Satna (b)	..	97	97	98	99	100	101	101	97	99	101	97	99	91
<i>Madras & Kerala.</i>														
Plantation Centres (c)	..	108	105	104	107	107	109	110	109	110	112	113	108	102
<i>Mysore</i>														
Mercara (b)	..	105	106	113	118	121	116	116	114	114	118	115	114	104
<i>Orissa</i>														
Cuttack	..	103	105	105	109	115	115	113	115	113	110	111	110	106
Berhampur	..	107	108	104	104	105	107	107	111	111	113	112	108	108

Punjab																				
Ludhiana	..	..	..	96	96	96	98	96	97	97	96	95	94	95	94	96	92		
Rajasthan																				
Ajmer	..	..	..	99	100	99	95	96	98	98	99	100	99	102	100	99	95		
Banswar (d)	..	..	..	93	92	92	95	96	97	97	97	96	93	94	94	95	91		
West Bengal																				
Kharagpur	..	..	..	104	104	105	107	108	110	112	116	114	110	111	106	109	102		
All-India Index	..	..	..	107	107	107	108	110	112	112	113	114	113	114	113	111	105		
States Seeres Andhra Pradesh																				
Wakhanapatnam	..	..	..	110	110	115	117	116	115	117	117	113	112	112	112	114	103		
Eluru	..	..	..	117	116	116	115	119	119	120	122	122	121	123	121	119	110		
Hyderabad	..	..	..	124	125	121	120	121	125	124	124	123	125	128	125	124	116		
Warangal	..	..	..	132	131	129	127	129	134	136	136	132	132	137	135	133	123		
Nizamabad	..	..	..	103	107	107	108	108	111	111	113	111	111	117	113	110	105		

(a) Base: 1951=100 (b) Base: 1931=100

(a) Base : 1931=100 (b) Base : 1933=107 (c) Covering Gulalur, Kullukunby, Vaitthiri and Valparani centres, Base : January to June, 1947=100 (d) Base : August, 1951 to July, 1952=100.

STATE SERIES—contd.														
<i>Madras</i>														
Trichdrappally	..	..	104	102	101	100	99	101	101	100	100	101	101	99
Madurai	..	..	99	98	96	99	99	103	102	103	103	101	101	99
Coimbatore	..	..	111	110	109	108	109	110	110	111	111	110	110	107
<i>Mysore</i>														
Bellary	..	..	112	114	114	116	120	121	120	114	116	115	117	104
Mysore City	..	..	117	117	116	117	118	122	122	123	124	124	120	110
Bangalore City	..	..	123	122	122	123	126	127	129	129	129	129	126	114
Kolar Gold Fields	..	..	126	127	127	128	127	128	128	128	128	129	128	120
Gulbarga	..	..	99	88	87	88	88	88	89	88	88	87	88	93
<i>Uttar Pradesh</i>														
Kanpur	..	..	91	92	91	89	92	93	96	96	96	93	94	89
<i>West Bengal</i>														
Calcutta	..	..	100	99	100	100	101	104	105	107	108	107	104	100

TABLE NO. LXV
RECENT SERIES OF CONSUMER PRICE INDEX NUMBERS DURING 1957
STARTED BY VARIOUS STATE GOVERNMENTS

State and Centre	Base period = 100	January	February	March	April	May	June	July	August	September	October	November	December	Average for the year	
														1957	1956
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1. Assam															
Tea workers in Assam Valley—															
1. Staff and Artisans ..	April 1951 to March 1952	98	101	101	106	109	108	107	108	108	110	110	107	106	98
2. Labourers ..		97	100	102	107	111	109	108	109	109	111	111	107	107	97
Tea workers in Kachar District—															
1. Staff and Artisans ..	April 1951 to March 1952	101	101	103	107	113	111	111	112	112	113	110	105	108	102
2. Labourers ..		91	92	94	98	103	103	103	102	103	103	100	94	99	93
Rice and Flour Mill workers in Urban areas—															
1. Managerial and Mechanic Class.	1950	97	96	98	98	99	100	99	102	101	101	101	99	99	95
2. Labourers ..	1950	97	97	99	99	101	103	102	104	103	103	103	100	101	93
Rice and Flour Mill workers in Rural areas—															
1. Managerial and Mechanic class	1950	93	93	94+	97	98	98	98	99	99	100	99	98	97	93

2. Labourers	..	..	1930	93	92	94	97	99	99	99	100	100	101	100	97	94	91
Rural Population in Assam Plain Districts.																	
2. Madhya Pradesh—																	
1. Gwalior ..	..	..	1931	93	94	97	98	101	103	104	101	100	99	96	93	89	89
2. Indore ..	..	..	1931	91	92	92	93	93	97	97	95	92	92	92	91	93	91
3. Punjab																	
1. Patiala ..	..	..	1932-33	109	113	109	110	107	107	113	112	111	110	109	110	110	104
2. Surajpur ..	..	..	1937-38	116	117	113	113	112	111	117	120	115	110	115	112	115	..
4. West Bengal.																	
1. Asansol & Raniganj Area ..	..	..	1931	97	98	97	99	102	101	106	108	109	107	107	105	103	97
2. Bankura & Midnapore Area	..	..	1931	96	97	97	99	101	103	106	109	108	107	107	104	103	97
3. Birbhum Area ..	..	..	1931	107	108	108	111	114	115	116	121	118	117	110	112	114	104
4. Malda-West-Dinajpur Area	..	..	1931	79	79	81	81	84	86	89	87	87	87	83	86	84	81
5. Nadia Murshidabad Area ..	..	..	1931	85	86	85	87	89	91	92	92	95	93	93	91	90	85

CHAPTER IV

INDUSTRIAL RELATIONS

1. Trade Unions

Trade Unionism in India is, to a great extent, a result of the intense industrial unrest that followed World War I. In the post-war period the cost of living of industrial workers was steadily rising and it resulted in economic discontent. This, in turn, led to severe industrial unrest, and a strike wave swept all over the industrial centres in 1919-22. The success achieved by these strikes, coupled with several other factors, such as the influence of the Russian Revolution, the establishment of the I.L.O. and the All-India Trade Union Congress, quickened the pace of trade union movement and also helped it to establish itself on somewhat firm footing.

Trade Union Legislation—The need for trade union legislation, *inter alia*, granting legal Status to trade unions became apparent in 1921, when, in a suit against the leaders of the Madras Textile Labour Union, the High Court of Madras regarded trade union activities as illegal conspiracy. This led to widespread agitation which resulted in the enactment of the Indian Trade Unions Act, 1926. Though the Act was amended in 1947, the provisions of the amended Act have not yet been put into effect.*

Trade Union Statistics—Under the Indian Trade Unions Act, 1926 registered trade unions are required to submit annual returns relating to their membership, finances, etc. These returns are compiled by the State Governments and consolidated data are supplied to the Government of India. The data thus received from the States, together with a brief note on the working of the Indian Trade Unions Act, are published annually by the Labour Bureau of the Government of India in the form of a brochure entitled "Trade Unions in India".† It is not compulsory for all trade unions to be registered under the Act and a number of trade unions function without being registered. Data regarding such unions are not available. Besides, some of the registered unions do not submit the statutory annual returns and data about them are not included in the statistics given. In view of this, it is difficult to say how far the data given in the following paragraphs reveal a true picture of trade unionism in the country.

Registered Trade Unions—Table LXVI on the next page shows the number of trade unions registered under the Indian Trade Unions Act, 1926 and the membership of unions submitting returns.

It will be seen from the table that while the number of registered trade unions increased by 458 between 1955-56 and 1956-57, the number of those submitting returns increased by 392 only. The

*For detailed provisions of the Act see Section on Indian Trade Unions Act, 1926, of Chapter IX vide pp. 345-47 in this issue.

†The latest issue in the series relates to 1954-55 and 1955-56 combined.

TABLE NO. LXVI

NUMBER OF REGISTERED TRADE UNIONS AND MEMBERSHIP OF UNIONS
SUBMITTING RETURNS 1947-48 TO 1956-57

Year	Number of		Membership of unions submit- ting returns			Average member- ship per union (6÷3)	Percent- age of women to total member- ship
	Registered trade union	Unions submit- ting returns	Men	Women	Total		
1	2	3	4	5	6	7	8
1947-48	2,766	1,620	15,60,630	1,02,209	16,62,829	1,026	6.2
1948-49	3,150	1,848	18,31,514	1,19,355	19,60,107	1,061	6.1
1949-50	3,522	1,919	16,88,887	1,19,565	18,21,132	949	6.0
1950-51	3,766	2,002	16,48,966	1,06,424	17,56,971	877	6.1
1951-52	4,623	2,556	18,46,992	1,36,257	19,96,311	781	6.8
1952-53	4,934	2,718	19,36,233	1,56,567	20,99,003	772	7.5
1953-54	6,029	3,295	19,25,116	1,76,476	21,12,695	641	8.4
1954-55	6,658	3,543	19,40,425	2,29,287	21,70,450	612	10.6
1955-56	8,095	4,007	20,34,192	2,40,045	22,74,732	568	10.6
1956-57	8,553	4,399	20,96,677	2,80,165	23,76,762	540	11.8

NOTE—(i) Figures from 1947-48 onwards and upto 1950-51, relate to Part A and a few Part C States while those from 1951-52 onwards to the entire Indian Union, except Jammu and Kashmir.

(ii) Classification of members by sex is not available in some cases and hence the figures in columns 4 and 5 do not always add upto those in column 6.

average membership of trade unions showed a further fall during 1956-57. It was 540 in 1956-57 as against 568 in the previous year. Of the 8,553 registered trade unions, 8,477 were Workers' Organisations and the remaining 76 Employers' Organisations.

Membership—The total membership of 4,399 unions submitting returns was 23,76,762 in 1956-57 as against 22,74,732 for 4,007 unions for the year 1955-56. Table No. LXVII on the next page gives information regarding the number of unions on registers, number submitting returns and their membership separately for workers' and employers' unions for the year 1956-57. The total number of women trade unionists at the end of 1956-57 was 2.8 lakhs as against 2.4 lakhs at the end of the previous year. The percentage of women members to total membership further increased to 11.8 in 1956-57 from 10.6 in 1955-56.

State-wise Distribution—Table No. LXVIII shows the State-wise distribution of trade unions and their membership in 1956-57.

TABLE NO. LXVII
NUMBER AND MEMBERSHIP OF TRADE UNIONS AS AT THE END OF MARCH 1957

	Number of unions		Member- ship of (b)
	On registers	Submit- ting returns	
	(a)	(b)	
Employers' Organisations	76	29	3,484
Workers' Organisations	8,477	4,370	23,73,278
	8,553	4,399	23,76,762

TABLE NO. LXVIII
NUMBER AND MEMBERSHIP OF TRADE UNIONS AT THE END OF 1956-57
ACCORDING TO STATES

State	Number of unions		Membership of unions submit- ting returns		
	on registers	Submit- ting returns	Men	Women	Total
<i>Central Unions</i>					
Bombay	43	26	20,368	172	20,540
Madras	49	31	19,932	285	20,217
Punjab	26	13	2,132	1	2,133
Uttar Pradesh	15	14	79,680	191	79,781
West Bengal	18	2	1,100	..	1,100
Delhi	22	16	61,284	2,150	63,434
Total ..	173	102	1,84,496	2,799	1,87,295
<i>State Unions</i>					
Andhra	552	133	74,365	7,425	81,790
Assam	149	51	1,25,994	49,370	1,75,364
Bihar	✓ 532	386	2,72,613	36,511	3,09,124
Bombay	✓ 1,543	833	4,22,812	37,192	4,60,004
Kerala	✓ 585	578	1,68,018	73,116	2,42,134
Madhya Pradesh	250	64	26,666	2,240	28,906
Madras	678	489	1,90,167	24,509	2,14,676
Mysore	223*	223	96,837	16,787	1,13,624
Orissa	117	73	39,328	8,552	47,880
Punjab	353	129	34,472	397	34,869
Rajasthan	220	106	21,099	1,872	22,971
Uttar Pradesh	✓ 866	606	1,94,429	2,815	1,97,244
West Bengal	✓ 2,039	412	1,62,793	14,101	1,76,894
Delhi	244	193	76,943	571	77,514
Tripura	29	18	4,625	1,848	6,473
Total ..	8,380	4,297	19,12,161	2,77,306	21,89,467
Grand total of State and Central Unions.	8,553	4,399	20,96,657	2,80,105	23,76,762

.. .. . Submitting returns.

Madras and Bombay among themselves accounted for more than half of the Central Trade Unions. The average membership of the 102 Central Unions submitting returns was 1,836 at the end of 1956-57.

The average membership of State unions in 1956-57 was 510 as against 583* in the previous year. Of the 8,380 registered State Unions, West Bengal had the maximum number i.e., 2,039. Next in order came Bombay (1,543), Uttar Pradesh (866), Madras (678), Kerala (585), Andhra (552) and Bihar (532). The number of registered trade unions in these seven States was as much as 6,795 or 81.1 per cent. of the total. The number of registered unions in each of the remaining States was less than 500. The proportion of registered trade unions submitting returns varied considerably among the States, for instance, although the number of registered unions in West Bengal was larger than those in Bombay, the number of unions submitting returns in the latter State was twice as high as in the former, consequently, Bombay accounted for the maximum membership viz., 4,60,004. Next in order came Bihar (3,09,124), Kerala (2,42,134), Madras (2,14,676), Uttar Pradesh (1,97,244), West Bengal (1,76,894), Assam (1,75,364) and Mysore (1,13,624).

Industrial Classification—The number and membership of workers' unions classified according to industries is given in Table No. LXIX.

It will be seen from the table that the unions in 'manufacturing' group alone accounted for nearly 46 per cent. of the total number and 44 per cent. of the total membership of workers' unions. The next group having a large membership was 'Transport, Storage and Communications' which accounted for 10.2 per cent. of number of unions and 15.3 per cent. of membership. Next in importance according to membership were 'Agriculture and Allied Activities', 'Mining and Quarrying', and 'Services'. The percentage of membership to the total in these three groups was 12.1, 10.8 and 5.2 respectively. Of the total membership of 23.7 lakhs, 20.7 lakhs or 87.2 per cent. were in the five industry groups mentioned above. The average membership of unions in certain important industry groups during 1956-57 was: Posts and Telegraphs—5,570, Railways—2,815, Plantations—2,631, Coal Mines—2,262, Textiles—1,052, Docks and Ports—1,005, and Seamen—647.

Size of Unions—The frequency distribution of registered trade unions, submitting returns for 1956-57 according to membership is given in table No. LXX on page 162.

The largest number of unions continued to be in the group 100 to 299. This group accounted for about one-third of all the unions having about one-tenth of total membership. The percentage of unions with a membership of less than 300 was 72.8 in 1956-57, as against 70.4* in 1955-56 and 71.2 in 1954-55.

Trade Union Finances—Table No. LXXI on page 162 gives details regarding the general funds of trade unions in 1956-57 separately for Workers' and Employers' unions.

*Provisional.

TABLE LXIX

NUMBER AND MEMBERSHIP OF WORKERS' UNIONS CLASSIFIED ACCORDING TO INDUSTRIES, 1956-57

1	Number of unions submitting returns	Membership at the end of the year			
		Men	Women	Total	Average
2	3	4	5	6	
0. Agriculture and Allied Activities.	170	1,88,071	99,215	2,87,286	1,690
0.1 Plantations	101	1,75,687	89,995	2,65,682	2,631
0.2 Gins and Presses	6	735	753	1,488	248
0.3 Others	63	11,649	8,467	20,116	319
I. Mining and Quarrying	141	2,17,512	39,963	2,57,475	1,826
1.1 Coal	67	1,28,824	22,721	1,51,545	2,262
1.2 Others	74	88,688	17,242	1,05,930	1,431
2.3 Manufacturing	2,012	9,27,956	1,09,828	10,37,784	515
2.0-2.2 Food, Beverages and Tobacco.	554	2,01,029	46,527	2,47,556	447
2.3 Textiles	419	3,94,966	45,824	4,40,790	1,052
2.311 Cotton	210	1,91,003	18,289	2,09,292	997
Others	209	2,03,963	27,535	2,31,498	1,108
2.4 Clothing, Footwear and Made up Textile Goods.	40	7,627	304	7,931	198
2.5-2.6 Wood and Cork (including Furniture and Fixture).	50	5,351	840	6,191	124
2.7 Paper and Paper Products	25	8,755	585	9,340	374
2.8 Printing, Publishing and Allied Industries.	169	43,938	301	44,239	276
2.9 Leather and Leather products (except Footwear).	26	10,267	223	10,490	403
3.0 Rubber and Rubber Products.	19	3,234	93	3,327	175
3.1 Chemical and Chemical products.	135	38,758	1,503	40,261	298

TABLE LXIX—contd.

1	2	3	4	5	6
3-2-3-3 Non-metallic Mineral Products including Products of Petroleum and Coal.	141	47,292	5,595	52,887	375
3-3-1 Cement	35	20,986	3,057	24,643	704
Others	106	26,306	1,938	28,244	266
3-4 Basic Metal Industries ..	80	58,068	2,202	60,870	761
3-5 Manufacture of Metal Products.	81	20,907	404	21,311	263
3-6 Manufacture of Machinery except Electrical Machinery.	90	25,414	1,110	26,524	295
3-7 Manufacture of Electrical Machinery, Apparatus, Appliances and Supplies.	15	7,338	561	7,899	527
3-8 Transport Equipment ..	15	9,344	13	9,357	524
3-9 Miscellaneous ..	162	45,068	3,743	48,811	301
4- Construction ..	62	54,344	989	55,333	892
5- Electricity, Gas, Water and Sanitary Services.	323	68,645	10,053	78,698	244
6- Commerce	476	90,183	976	91,158	192
6-1 Wholesale and Retail Trade.	213	35,559	443	36,002	169
6-2 Banking and Insurance ..	198	43,782	196	43,978	222
6-3 Others	65	10,842	336	11,178	172
7- Transport, Storage and Communications.	447	3,58,476	4,299	3,62,775	812
7-1 Docks and Ports ..	38	37,808	366	38,174	1,005
7-2 Railways	43	1,22,308	300	1,22,608	2,815
7-4 Motor Transport ..	196	50,553	121	50,674	259
7-5 Seamen	25	16,163	7	16,170	647
7-6 Posts and Telegraphs ..	9	47,962	2,168	50,130	5,570
7-7 Others	136	83,682	1,337	85,019	625
8- Services	369	1,14,657	9,603	1,24,260	337
9- Miscellaneous	370	73,396	5,113	78,509	212
Total ..	4,370	20,93,240	2,80,038	23,73,278	543

TABLE NO. LXX

FREQUENCY DISTRIBUTION OF TRADE UNIONS, SUBMITTING RETURNS,
ACCORDING TO MEMBERSHIP, 1956-57

Membership	Unions		Membership at the end of the year	
	Number	Percentage	Number	Percentage
Below 50	978	22.2	30,918	1.3
50—99	736	16.7	54,405	2.3
100—299	1,492	33.9	2,40,120	10.1
300—499	375	8.5	1,41,662	6.0
500—999	406	9.2	3,10,572	13.0
1,000—1,999	224	5.1	2,99,170	12.6
2,000—4,999	130	3.0	4,19,647	17.7
5,000—9,999	30	0.7	2,02,934	8.5
10,000—19,999	12	0.3	1,58,283	6.7
20,000 and over	16	0.4	5,19,051	21.8
Total	4,399	100.0	23,76,762	100.0

TABLE LXXI

GENERAL FUNDS OF REGISTERED TRADE UNIONS SUBMITTING RETURNS
DURING 1956-57

	Number of unions submitting returns	Opening balance	Income	Expenditure	Closing balance
		Rs.	Rs.	Rs.	Rs.
Workers' Unions	4,390	55,35,525	80,16,623	71,81,322	63,70,826
Central	103	3,48,906	6,39,792	5,44,164	4,44,534
State	4,287	51,86,619	73,76,831	66,37,158	59,26,292
Employers' Unions	31	26,66,929	6,92,765	7,19,828	26,39,866
Central	1	55,487	6,177	4,421	57,243
State	30	26,11,442	6,86,588	7,15,407	25,82,623
Total	4,421†	82,02,454	87,09,388	79,01,150	90,10,692

†This figure does not tally with one shown in col. 2 of Table No. LXX on account of the fact that 22 unions had submitted information regarding finances, but had not done so in respect of membership.

The 31 Employers' Unions (0.7 per cent. of the unions submitting returns), accounted for 8.0 per cent. of the total income and 9.1 per cent. of the total expenditure during 1956-57. The average income and expenditure per Employers' Union was Rs. 22,347 and Rs. 23,220 respectively. Similar averages in respect of Workers' Unions were; income—Rs. 1,826; expenditure—Rs. 1,636.

Items of Income and Expenditure—The percentage distribution of income according to sources and expenditure according to items is given in the following two tables:—

TABLE NO. LXXII

PERCENTAGE DISTRIBUTION OF INCOME ACCORDING TO SOURCES—1956-57

1	All unions	Workers' unions			Employers' unions			Federation of workers' trade unions
		State	Central	All workers' unions	State	Central	All employers' unions	
2	3	4	5	6	7	8	9	
1. Contributions from members.	71.7	72.3	70.2	72.0	67.8	6.9	67.4	70.7
2. Donations	14.7	16.0	14.0	15.9	1.1	..	1.1	20.6
3. Sale of periodicals, etc.	0.5	0.4	2.0	0.5	..	..	..	0.5
4. Interest on investments.	2.0	0.9	0.4	0.9	15.1	36.3	15.2	5.8
5. Miscellaneous.	11.1	10.4	13.4	10.7	16.0	56.8	16.3	2.4

TABLE NO. LXXIII

PERCENTAGE DISTRIBUTION OF EXPENDITURE ACCORDING TO SOURCES—1956-57

1	All unions	Workers' unions			Employers' unions			Federation of workers' trade unions
		State	Central	All workers' unions	State	Central	All employers' unions	
2	3	4	5	6	7	8	9	
1. Salaries, allowances, etc. of Officials.	18.6	19.9	23.6	20.2	3.1	11.3	3.1	7.8
2. Establishment charges.	23.1	22.4	17.6	22.1	33.4	13.6	33.3	35.4
3. Auditor's fee.	0.7	0.7	0.7	0.7	0.3	1.1	0.3	0.3

TABLE LXXIII—contd.

1	2	3	4	5	6	7	8	9
4. Legal Expenses.	3.7	4.1	3.0	4.0	0.6	34.1	0.8	0.4
5. Trade Disputes.	7.3	6.1	3.0	5.9	21.6	..	21.5	4.1
6. Compensation to members for losses arising out of trade disputes.	0.7	0.8	0.2	0.7	..	..	..	..
7. Funeral, old-age, sickness and unemployment benefits.	2.3	2.6	0.5	2.4	0.9	..	0.9	7.0
8. Educational, social and other benefits.	2.5	3.0	0.5	2.8	..	..	..	0.1
9. Cost of publishing periodicals.	1.7	1.4	7.3	1.8	0.4	..	0.4	35.1
10. Miscellaneous.	39.4	30.0	43.6	39.4	39.7	39.9	39.7	9.8

The major source of income as usual was contributions from members which accounted for 72.0 per cent. in case of workers' unions and 67.4 per cent. in case of Employers' unions. The position, however, of the Central unions of employers' was different where the income from this source was only 6.9 per cent. The next important source of income in case of Workers' unions was 'donations' which was 15.9 per cent. of the total income and 'investments' in the case of employers' unions. The major items of expenditure in the case of Workers' unions were "establishment charges" and "salaries and allowances, etc., of officials". In the case of employers' unions, the major items of expenditure were 'establishment charges' and 'trade disputes'. The latter accounted for more than one-fifth of the total expenditure of employers' unions, while the corresponding figure for workers' unions on this was only 5.9 per cent.

Federations of Workers' Trade Unions—There were 55 federations of workers' trade unions on registers in 1956-57. The income and expenditure of 37 of these federations, which had submitted returns for 1956-57 were Rs. 4,64,888 and Rs. 5,51,025 respectively. The number of unions affiliated to 35 of these federations was 660.

All-India Organisations of Workers—The following table gives information regarding the number and verified membership of registered trade unions affiliated to the All-India Organisations of Workers.

TABLE NO. LXXIV

VERIFIED MEMBERSHIP OF THE ALL-INDIA ORGANISATION OF WORKERS' 1955-56 AND 1956-57

Name of the organisation	Number of affiliated unions		Total membership	
	1955-56	1956-57	1955-56	1956-57
Indian National Trade Union Congress ..	617	672	9,71,740	9,34,385
All India Trade Union Congress* ..	558	..	4,22,851	..
United Trade Union Congress*	237	..	1,59,109	..
Hind Mazdoor Sabha	119	138	2,03,798	2,33,990

*The number of affiliated unions and their membership for 1956-57 were not verified in the case of All India Trade Union Congress and United trade Union Congress.

2. Industrial Disputes

1. *Annual and Monthly Statistics*—Statistics of industrial disputes are compiled by the Labour Bureau on the basis of the monthly returns received from States and Union Territories. The statistics are collected by the respective State Authorities from the employers on a voluntary basis though official agencies are also utilised to trace the occurrence of disputes and to collect fuller details relating to them. The statistics relate to industrial disputes (both strikes and lock-outs) resulting in work-stoppages involving 10 or more workers. Attempts are made to collect the statistics in respect of all sectors of economic activity such as factories, plantations, mines, commerce, transport, construction, services, etc. Sympathetic strikes and certain other types of work-stoppages which do not strictly come under the definition of 'industrial disputes', as laid down in the Industrial Disputes Act, 1947, are not included in the statistics. Till 1956, the statistics related to Part 'A' States, Delhi and Ajmer but from 1957 these statistics relate to the whole of Indian Union. Hence, the statistics for 1957 are not strictly comparable with those for earlier years.

The number of disputes resulting in work-stoppages, the number of workers involved and the number of man-days lost from the year 1951 onwards are given below:—

TABLE NO. LXXV

NUMBER OF DISPUTES, WORKERS INVOLVED AND MAN-DAYS LOST, 1951—1957

Year							No. of disputes	No. of workers involved	No. of man-days lost
1							2	3	4
1951	..	..	..	..	..	..	1,071	6,91,321	38,18,928
1952	..	..	..	..	..	..	963	8,09,242	33,36,961
1953	..	..	..	..	..	..	772	4,66,607	33,82,609
1954	..	..	..	..	..	..	840	4,77,138	33,72,630
1955	..	..	..	..	..	..	1,166	5,27,767	56,97,848
1956	..	..	..	..	..	..	1,203	7,15,130	69,92,040
1957	..	..	..	..	..	..	1,630	8,89,371	64,29,319

N.B.—The above statistics from 1951 to 1956 relate to erstwhile 10 Part 'A' States Ajmer & Delhi but from 1957 the coverage has been extended to the whole of Indian Union. Hence a line has been drawn between 1956 and 1957 to indicate the discontinuity of the series.

It will be seen that during the year 1957, there were 1,630 disputes involving 8,89,371 workers on the maximum with a time-loss of 64,29,319 man-days. Even though the geographical coverage of the statistics increased during 1957, the time-loss recorded during that year was less than that recorded in 1956. From this it can be concluded that industrial relations, as judged from the statistics of industrial disputes resulting in work-stoppages, improved during 1957, as compared to the previous year. Among major work-stoppages due to industrial disputes in 1957, there was a country-wide strike in Banks during September-October, 1957, over the issue of compensatory allowance. The strike in the Banks of Calcutta alone accounted for a time-loss of 1,53,270 man-days. Other disputes which accounted for a loss of more than one lakh of man-days during 1957, were those in Hingir Rampur Colliery, Orissa; K. H. Shama Rao & Sons; Dress Manufacturing Co., Bangalore; Madura Mills Co. Ltd., Madura; Rohtas Industries Ltd., Dalmianagar; S. V. P. C. Lime Stone Quarries, Baulia (Bihar); Cashew Factories of Kerala, and Madura Mills Co. Ltd., Tuticorin.

Among 1630 work-stoppages resulting from disputes, reported during 1957, lock-outs were declared in 152 cases at some stage or the other. These involved 1,87,525 workers with a time-loss of 26,64,248 man-days. Lock-outs accounted for 41.4 per cent. of the total time-loss. Although in number they formed only 9 per cent. of the total. West Bengal, Madras, Bombay and Kerala accounted for the major part of

the number of lock-outs, the number of workers affected and time-loss therein. One feature relating to lock-outs was that on an average they involved a larger number of workers and lasted for a longer period than strikes. Thus, the average time-loss per lock-out was 17,528 man-days as against the average time-loss of 2,547 man-days per strike.

Monthly statistics of industrial disputes from October, 1956 to December 1957 are given below in Table No. LXXVI. The period June 1957—September, 1957, witnessed a comparatively high time-loss. In September 1957, the time-loss recorded was the highest due to a strike in Rohtas Industries Ltd., Dalmianagar over non-payment of bonus for the years 1954-55 and 1955-56.

TABLE NO. LXXVI
INDUSTRIAL DISPUTES RESULTING IN WORK-STOPPAGES INVOLVING 10
WORKERS OR MORE DURING 1956-57

Month	No. of disputes		No. of workers involved in disputes		Total No. of man-days lost during the month
	Starting during the month	In progress during a part or whole of the month	Starting during the month	In progress during a part or whole of the month	
1	2	3*	4	5*	6
1956—					
October ..	80	138	55,377	95,882	8,22,965
November ..	108	137	42,665	60,478	5,13,389
December ..	119	147	51,229	70,473	4,22,406
1957—					
January ..	125	155	1,17,317	1,29,791	4,05,811
February ..	90	124	50,586	57,833	2,69,041
March ..	82	113	33,666	42,516	2,87,647
April ..	135	161	56,844	68,268	4,16,079
May ..	131	163	57,296	77,881	4,66,297
June ..	119	153	86,433	1,06,234	7,37,423
July ..	157	198	62,440	96,715	7,70,064
August ..	167	206	1,24,002	1,47,381	8,33,088
September ..	164	231	77,435	1,47,362	8,42,223
October ..	173	224	81,817	1,10,814	5,34,327
November ..	133	175	46,510	62,429	3,48,575
December ..	121	162	75,988	87,518	5,18,744

*Monthly figures presented in these columns are not additive because of some disputes continuing from one month to another.

N.B.—Statistics for the months October, 1956 to December, 1956 relate to erstwhile 10 Part 'A' States, Delhi and Ajmer whereas statistics for January—December, 1957 relate to all States and Union Territories. Hence a line has been drawn to indicate the non-comparability of the figures.

2. *Analysis by States*—The details of disputes by States during 1956 are given in Table No. LXXVII. As stated earlier, they relate to the former Part A States, Delhi and Ajmer.

TABLE NO. LXXVII

NUMBER OF DISPUTES, WORKERS INVOLVED AND MAN-DAYS LOST BY STATES
1956

State	No. of disputes	No. of workers involved	No. of man-days lost
1	2	3	4
Andhra	34	25,214	86,632
Assam	20	7,117	55,678
Bihar	89	40,437	5,09,159
Bombay	206	2,44,141	7,07,296
Madhya Pradesh	26	40,143	12,75,350
Madras	212	82,726	4,61,072
Orissa	6	3,653	13,277
Punjab	36	9,718	57,819
Uttar Pradesh	144	45,274	3,28,789
West Bengal	241	2,00,078	34,52,644
Ajmer	2	76	4,376
Delhi	97	16,253	44,948
Total	1,203	7,15,130	69,02,040

It is seen from the above table that Bombay, Madras and West Bengal accounted for 62.3 per cent. of the total number of disputes, 73.7 per cent. of the total number of workers involved in all the industrial disputes and 66.0 per cent. of the total time-loss in 1956. The highest figure of time-loss was recorded by West Bengal which accounted for 50 per cent. of the total and next in order was Madhya Pradesh.

The Statistics of disputes by States during 1957, are given in Table No. LXXVIII. These statistics relate to the re-organised States and the Union Territories and hence are not strictly comparable with those presented for 1956 in Table No. LXXVII.

TABLE NO. LXXVIII

NUMBER OF DISPUTES, WORKERS INVOLVED AND MAN-DAYS LOST BY STATES—1957

State	No. of disputes	No. of workers involved	No. of man-days lost
1	2	3	4
Andhra	81	31,584	2,33,369
Assam	28	17,402	1,15,652
Bihar	116	80,811	9,62,277
Bombay	319	1,91,767	8,79,771
Jammu & Kashmir	Nil	Nil	Nil
Kerala	250	1,85,935	10,04,386
Madhya Pradesh	53	25,576	1,63,624
Madras	247	1,16,857	7,19,633
Mysore	93	49,954	3,65,309
Orissa	7	6,950	2,73,936
Punjab	13	4,864	6,114
Rajasthan	27	7,629	31,505
Uttar Pradesh	88	34,894	2,38,570
West Bengal	231	1,16,048	13,41,364
Andaman & Nicobar Islands	3	3,590	43,050
Delhi	65	14,118	47,919
Himachal Pradesh	Nil	Nil	Nil
Manipur	Nil	Nil	Nil
Tripura	9	1,392	2,840
Total	1,630	8,89,371	64,29,319

It will be seen from the above table that Bombay, Madras, West Bengal and Kerala accounted for a major portion of industrial disputes in the country in 1957. About 64.2 per cent. of the total number of disputes occurred in these four States accounting for 68.7 per cent. of the total number of workers involved in all the industrial disputes in the country and 61.4 per cent. of the total time-loss. The time-loss was the highest in West Bengal being about 21 per cent. of the total and next in order came Kerala accounting for 16 per cent. of the total time-loss.

3. *Analysis by industries*—The details of disputes by industries during 1956 are given below:—

TABLE NO. LXXIX

CLASSIFICATION OF INDUSTRIAL DISPUTES BY INDUSTRIES—1956

Industry	No. of disputes	No. of Workers involved	No. of man-days lost
1	2	3	4
0—Agriculture & Allied Activities	54	20,011	1,75,372
Plantations	50	19,530	1,72,725
Others	4	481	2,647
1—Mining and Quarrying	84	81,688	15,28,045
Coal	67	61,518	11,08,599
Others	17	20,170	4,19,446
2—3—Manufacturing	797	5,08,551	48,92,019
Sugar Mills	10	8,742	36,142
Hydrogenated Oil Industry	2	109	1,612
Bidi Industry	16	8,362	1,59,329
Cigarette	5	769	414
Cotton Mills	203	2,46,239	20,10,190
Jute Mills	21	40,063	11,66,023
Silk Mills	33	2,339	16,403
Woollen Mills	5	1 517	2,248
Coir Factories	3	178	747
Paper Mills	4	414	4,497
Leather & Leather Products	16	871	5,115
Heavy Chemicals	6	363	379
Matches	4	1,546	1,156
Cement	6	4,482	8,866
Misc Industries	5	1,921	9,940
Engineering	195	1,32,164	9,15,957
Iron & Steel	13	3,871	39,964
Others	250	54,551	5,13,037

TABLE NO. LXXIX

1	2	3	4
4—Construction	16	10,274	43,186
5—Electricity, Gas, Water and Sanitary Services ..	28	4,187	8,623
6—Commerce	41	14,437	14,455
Wholesale & Retail Trade	10	2,165	3,153
Banking & Insurance	29	12,166	10,352
Others	2	106	950
7—Transport, Storage and Communication	87	56,170	1,70,651
Docks and Ports	35	34,949	1,12,296
Railways Excluding Workshops	34	7,744	10,587
Others	18	13,477	47,768
8—Services	12	774	2,833
9—Miscellaneous	84	19,038	1,56,856
Total ..	1,203	7,15,130	69,92,040

N.B.—These figures relate to the former Part 'A' States, Delhi and Ajmer.

It will be seen from the above table that during the year 1956, manufacturing sector accounted for 70 per cent. of the time-loss. In this sector the time-loss recorded by Cotton Mills was nearly 41 per cent. of the total. Next in order came Jute Mills accounting for 24 per cent. and Engineering (except Iron & Steel) 19 per cent. Mining and Quarrying also recorded considerable time-loss during the year which formed nearly 22 per cent. of the total time-loss in all industries.

The details of disputes by industries during 1957 are given below:—

TABLE NO. LXXX
CLASSIFICATION OF INDUSTRIAL DISPUTES BY INDUSTRIES—1957

Industry	No. of disputes	No. of workers involved	No. of man-days lost
1	2	3	4
0—Agriculture and Allied Activities	156	1,30,633	5,66,869
Plantations	146	1,25,878	5,14,088
Others	10	4,755	52,781

TABLE NO. LXXX—contd.

1	2	3	4
1—Mining and Quarrying	127	94,198	10,23,353
Coal	57	23,592	5,67,176
Others	70	70,606	4,56,177
2-3—Manufacturing	946	5,38,274	39,22,831
Sugar Mills	10	6,281	35,055
Hydrogenated Oil Industry	4	389	8,023
Bidi Industry	56	18,718	2,10,025
Cigarette	5	259	634
Cotton Mills	276	2,46,193	14,86,018
Jute Mills	16	29,498	4,16,750
Silk Mills	27	2,674	10,951
Woolen Mills	4	1,036	18,643
Coir Factories	14	11,776	37,706
Paper Mills	6	4,034	70,960
Leather and Leather Products	10	498	705
Heavy Chemicals	5	1,980	47,289
Matches	11	2,287	22,463
Cement	13	5,519	50,456
Mica Industries	5	1,536	1,626
Engineering	141	53,954	3,78,779
Iron and Steel	55	35,641	2,61,414
Others	288	1,16,001	8,65,330
4—Construction	20	11,831	39,902
5—Electricity, Gas, Water and Sanitary Services	69	32,945	1,45,429
6—Commerce	62	16,103	1,62,241
Wholesale and Retail Trade	6	245	621
Banking and Insurance	48	15,323	1,60,782
Others	8	535	838
7—Transport, Storage and Communication	100	38,088	1,85,449
Docks and Ports	48	22,324	51,324
Railways except Workshops	16	2,455	5,996
Others	36	13,309	1,28,129
8—Services	27	7,348	1,92,104
9—Miscellaneous	123	19,951	1,85,141
Total	1,630	8,89,371	64,29,319

N.B.—These statistics relate to the whole of Indian Union and hence are not comparable with those for 1956 presented in Table No. LXXXIX.

It will be seen from the above table that during 1957 manufacturing sector accounted for 61.0 per cent. of the total time-loss. In this sector the time-loss recorded by Cotton Mills was nearly 37.9 per cent. Next in order came Manufacturing (Others) accounting for 13.4 per cent., Jute Mills 10.6 per cent., Engineering (excluding Iron & Steel) 9.7 per cent. and Iron and Steel 6.7 per cent. Mining and Quarrying also recorded a very considerable time-loss during the year constituting 15.9 per cent. of the total time-loss in all industries.

4. Analysis by Causes—Table Nos. LXXXI and LXXXII show cause-wise analysis of industrial disputes for 1956 and 1957 respectively. As explained earlier, the figures for 1956 relate to the erstwhile Part 'A' States, Delhi and Ajmer and those for 1957 relate to the whole of Indian Union. Hence the figures for the two years are not strictly comparable.

TABLE NO. LXXXI
CLASSIFICATION OF INDUSTRIAL DISPUTES BY CAUSES—1956

Cause	No. of disputes		Workers involved		Man-days lost	
	Number	Percent- age to total	Number	Percent- age to total	Number	Percent- age to total
1	2	3	4	5	6	7
Wages and allow- ances	312	25.9	1,30,975	18.3	15,28,722	21.9
Bonus	97	8.1	1,27,210	17.8	7,00,854	10.0
Personnel ..	333	27.7	1,64,339	23.0	10,03,997	14.4
Retrenchment ..	105	8.7	72,443	10.1	3,34,636	4.8
Leave and hours of work	63	5.2	38,760	5.4	86,772	1.2
Others	193	16.1	1,35,094	18.9	26,12,005	37.3
Not known ..	100	8.3	46,309	6.5	7,25,054	10.4
Total ..	1,203	100.0	7,15,130	100.0	69,92,040	100.0

TABLE NO. LXXXII
CLASSIFICATION OF INDUSTRIAL DISPUTES BY CAUSES—1957

Cause	No. of disputes		Workers involved		Man-days lost	
	Number	Percent- age to total	Number	Percent- age to total	Number	Percent- age to total
1	2	3	4	5	6	7
Wages & allow- ances	460	28.2	2,10,330	23.6	19,06,374	29.7
Bonus	211	13.0	2,37,087	26.7	11,01,988	17.1
Personnel ..	432	26.5	1,94,530	21.9	12,24,593	19.0
Retrenchment ..	49	3.0	23,888	2.7	4,80,149	7.5
Leave and hours of work	78	4.8	31,013	3.5	99,600	1.6
Others	326	20.0	1,68,147	18.9	14,87,438	23.1
Not known ..	74	4.5	24,376	2.7	1,29,176	2.0
Total ..	1,630	100.0	8,89,371	100.0	64,29,319	100.0

It will be seen from the above tables that the proportion of disputes due to grievances relating to "Wages and Allowances," was the highest followed by those relating to "Personnel". During 1957, disputes due to "Bonus" accounted for 13.0 per cent. of the total number of disputes, but a larger percentage of workers involved and time-loss. From the point of view of man-days lost, the highest percentage to total was accounted for by disputes due to "Wages and Allowances". "Others" accounted for 23.1 per cent. and was followed by "Personnel" 19.0 per cent. and "Bonus" 17.1 per cent.

5. *Analysis by results*—Table Nos. LXXXIII and LXXXIV show the classification of disputes by results (based on the extent to which workers' demand was met) for the years 1956 and 1957 respectively. The figures for 1956 relate to erstwhile Part 'A' States, Delhi and Ajmer, whereas those for 1957 relate to the whole of Indian Union.

TABLE NO. LXXXIII

CLASSIFICATION OF INDUSTRIAL DISPUTES BY RESULTS—1956

Result	No. of disputes		Workers involved		Man-days lost	
	Number	Percentage to total	Number	Percentage to total	Number	Percentage to total
Successful ..	296	25.2	1,15,758	16.4	6,76,488	9.6
Partially successful	138	11.7	60,098	8.5	4,51,304	6.4
Unsuccessful ..	465	39.5	3,40,448	48.3	37,66,225	53.3
Indefinite ..	249	21.2	1,54,901	22.0	13,88,120	19.6
Not known ..	28	2.4	34,230	4.8	7,85,843	11.1
Total ..	1,176	100.0	7,05,435	100.0	70,67,980	100.0

TABLE NO. LXXXIV

CLASSIFICATION OF INDUSTRIAL DISPUTES BY RESULTS—1957

Result	No. of disputes		Workers involved		Man-days lost	
	Number	Percentage to total	Number	Percentage to total	Number	Percentage to total
Successful ..	479	30.2	2,24,849	25.7	18,63,537	29.6
Partially successful	234	14.7	1,28,730	14.7	12,06,749	19.0
Unsuccessful ..	520	32.7	2,77,244	31.6	17,24,408	27.1
Indefinite ..	324	20.4	2,33,110	26.6	15,15,377	23.9
Not known ..	31	2.0	11,916	1.4	23,645	0.4
Total ..	1,588	100.0	8,75,849	100.0	63,53,716	100.0

It will be seen that during 1957 nearly thirty three per cent. of the disputes were unsuccessful from the point of view of employees, thirty per cent. were decided in their favour and another fifteen per cent. resulted in their favour partially. In a little over twenty per cent. disputes, work was resumed without any final decision having been reached. In such cases, the matter may have been under further negotiation or under reference to industrial tribunals, etc.

6. *Analysis by duration*—Table Nos. LXXXV and LXXXVI show the number of terminated disputes classified by their duration, during 1956 and 1957 respectively. The figures for 1956 relate to the erstwhile Part 'A' States, Delhi and Ajmer whereas the figures for 1957 relate to the whole of the Indian Union.

TABLE NO. LXXXV

CLASSIFICATION OF INDUSTRIAL DISPUTES BY DURATION—1956

Duration	No. of disputes	Percentage to total
A day or less	491	41.8
More than a day upto 5 days	292	24.8
More than 5 days upto 10 days	112	9.5
More than 10 days upto 20 days	91	7.7
More than 20 days upto 30 days	81	6.9
More than 30 days	109	9.3
Not known .. .. .	..	..
Total ..	1,176	100.0

TABLE NO. LXXXVI

CLASSIFICATION OF INDUSTRIAL DISPUTES BY DURATION—1957

Duration	No. of disputes	Percentage to total
A day or less	579	36.5
More than a day upto 5 days	475	29.9
More than 5 days upto 10 days	199	12.5
More than 10 days upto 20 days	148	9.3
More than 20 days upto 30 days	69	4.4
More than 30 days	113	7.1
Not known	5	0.3
Total ..	1,588	100.0

During 1957 about two thirds of the disputes did not last for more than 5 days each. Even among these there was a heavy concentration in the group lasting for "a day or less".

7. *Indices of Industrial Unrest*—The incidence of time-loss due to work-stoppages resulting from industrial disputes has to be viewed against the working time scheduled to work in order to judge its severity. For the manufacturing sector as a whole, the working time scheduled to work has been estimated by adding up the man-days worked by registered factories, as reported in the annual returns under the Factories Act, and the man-days lost due to industrial disputes. Man-days lost per 1,00,000 man-days scheduled to work, as calculated above, give the severity rates. These severity rates expressed as a percentage of the rate for 1951, which is taken as the base-period, gives the Index Numbers of Industrial Unrest on base, 1951=100. These details are presented in the following table.

TABLE NO. LXXXVII

TIME LOSS IN MANUFACTURING INDUSTRIES—1951 TO 1956

Year	Total no. of man-days worked (in 000's)	Total no. of man-days lost (in 000's)	Severity rate	Index number of industrial unrest (Base 1951= 100)
1951	6,33,304*	2,697*	424	100
1952	6,61,989	2,056	310	73
1953	6,66,246	2,564	383	90
1954	6,76,142	2,713	400	94
1955	7,35,573	4,164	563	133
1956	8,14,217	4,892	597	141

*Excluding Punjab & Delhi as the figures of man-days worked were not available.

The above table shows that there had been a progressive deterioration in industrial relations in the manufacturing sector since 1953 and in 1956 the Index of Industrial Unrest on base 1951=100 stood at 141.

In the manner described above, the Index of Industrial Unrest has been compiled for Cotton and Jute Textiles Industries (both belong to the Manufacturing Sector), Plantations and Coal Mines. These indices are given below:

TABLE NO. LXXXVIII
INDEX OF INDUSTRIAL UNREST—1951 TO 1956

Year	Index of Industrial Unrest for			
	Cotton mills	Jute mills	Plantations	Coal mines
1951	100	100	100	100
1952	66	141	363	92
1953	35	357	175	87
1954	24	347	38	78
1955	121	655	1,413	65
1956	102	1035	N.A.	354

N.A.=Not available.

3. Machinery for the Prevention and Settlement of Industrial Disputes

The maintenance of industrial peace, in a democratic society, depends mainly on the harmonious relations subsisting between employers and employees. This principle is recognised in India also but due to inadequate organisation of workers, their weak-bargaining position, and gradual enlargement of the public sector, the State has had to play an important role to ensure industrial harmony and social justice. In a way, the State is also responsible for creating conditions where the parties could be brought together to discuss and settle their problems in a spirit of co-operation and goodwill. The machinery set up by the Government for ensuring industrial harmony consists of (i) consultative machinery and (ii) Conciliation and/or arbitration machinery. Consultative machinery exists almost at every level, i.e., unit, industry, State and national level, and aims at bringing the parties together for settlement of differences by mutual exchange of views. The Works Committees and Joint Committees, bipartite in character, function at the unit level. At the industry level, there are

the Wage Boards and Industrial Committees. Advisory Boards function at the State level and at the national level of the Indian Labour Conference* and the Standing Labour Committee. Employers and workers get equal representation on these committees and conferences, and the representatives of Government are also associated with the deliberations of these bodies. To settle the unresolved differences, conciliation machinery has been set up under the Industrial Disputes Act, 1947. Failing conciliation, appropriate provision has been made in the Act for adjudication or arbitration of disputes. The statutory provisions which exist in the country for settlement of disputes have been mentioned elsewhere, i.e., in the Chapter on "Labour Legislation".† Here it is proposed to mention briefly the existing conciliation, adjudication or arbitration machinery and the progress made by the said machinery during the period under review.

Central Government—The Central Industrial Relations Machinery under the Chief Labour Commissioner (Central) continued its activities, through a chain of Conciliation Officers and Regional Labour Commissioners (Central), to maintain harmonious relations in industries or undertakings falling in the Central Sphere.

Besides, the Ministries of Railways and Defence have, as previously reported, constituted a separate consultative machinery, in consultation with labour, to resolve industrial disputes. The Permanent Negotiating Machinery set up by the Ministry of Railways in 1952 continued to function during the period satisfactorily. During the twelve months ended March 1957, 48 meetings were held at the Headquarters' level and 900 meetings at District/Divisional level in all the seven Zonal Railways. No meeting at the higher level, i.e., between the Railway Board and the National Federation of Railwaymen could be held. Besides the Permanent Negotiating Machinery, the different Zonal Railways have constituted (i) Labour Advisory Boards and (ii) Staff Committees/Councils. In 1956-57, as many as 159 staff committees existed in six of the Zonal Railways and they held in all 310 meetings during the period under review. Their deliberations proved useful in promoting better understanding between the Administration and the staff. The Negotiating Machinery in the Ministry of Defence, established in 1954, continued to function during 1956-57. Its seventh meeting at the top level, i.e., between the Ministry and the All-India Defence Employees' Federation was held in August 1957.

In so far as undertakings in the Central Public sector are concerned, a Standing Committee of representatives of the Ministries of the Central Government was set up during 1957 to consider steps to be taken to settle the disputes and to advise on the desirability of resorting to adjudication under the Industrial Disputes Act, 1947.

The Industrial Disputes Act, 1947 provides for the setting up of Works Committees, in units employing 100 or more workers, to discuss and settle day-to-day grievances of workers and promote measures for securing amity and good relations between them and their employers. Such Works Committees were functioning in 779 out of

* For greater details in this regard see the next section on *Tripartite Labour Machinery*.

† Vide pages 345-61.

1,072 establishments which were required to constitute such Committees by the end of September 1957, in the Central Sphere Undertakings*. The number of unit Production Committees, functioning in the Central Sphere Undertakings was 88 on 30th September 1957. These Committees were purely voluntary unlike the Works Committees.

There were frequent complaints from the workers' organisations regarding the non-implementation of awards, agreements, etc., by the employers. Similarly, the employers' organisations usually complained against growing sense of indiscipline among the workers. The whole question was discussed by the tripartite Indian Labour Conference at its 15th Session held in New Delhi in July 1957. The Conference set up a tripartite Sub-Committee to go into the question in greater details. The Sub-Committee evolved a "Code of Discipline" in industry. This Code, which was adopted by the sister organisation, viz., the Standing Labour Committee at its 16th Session held in October 1957, is intended to bind voluntarily employers and employees to settle as far as possible all disputes and grievances by mutual negotiations, conciliation and voluntary arbitration, to maintain discipline in the industry and to avoid strikes, lockouts and go-slow tactics. The representatives of workers' and employers' organisations undertook to get the Code ratified by their constituent members and units before the end of December 1957.

4. Tripartite Labour Machinery

Central Government—The establishment of the International Labour Organisation in 1919 with emphasis on consultation and co-operation between employers' and workers' representatives, with the good offices of the Government representatives, exercised a great moral influence on the labour policies of various countries. Although this influence was discernible in India too, it was only during the Second World War that labour acquired the status of a consultative agency. The exigencies of war and particularly, the need for greater production, almost compelled Government to seek labour's co-operation. The association of labour with the Indian Labour Conference in 1942 was an evidence of this policy. Since then, however, events have moved swiftly. After Independence, it has been the declared policy of the National Government to associate both employers' and workers' representatives in consideration of all questions affecting labour. This association is in evidence at all levels, i.e., from the undertaking at the bottom to the industry or the nation, as a whole, at the apex.

A number of tripartite bodies have been set up as forum for discussions and consultations.† Important among such bodies are: (i) the Indian Labour Conference; (ii) the Standing Labour Committee; (iii) the Industrial Committees; and (iv) a few other Committees of a tripartite character. Apart from these there is the Labour Ministers' Conference which, though not tripartite in character, is closely associated with this machinery. Then there is the tripartite Joint Consultative Board of Industry and Labour. The developments that took place in the working of the machinery from October 1956 to December 1957 are briefly given in the following paragraphs:

*For similar information regarding the number of Works Committees, Production Committees, etc., in the undertakings which are not in the Central sphere, see pp. 184-85.

†For origin and evolution see *Indian Labour Year Book*, 1946, pp. 265-67.

1. *Indian Labour Conference*—The 15th Session of the Indian Labour Conference was held in New Delhi on 11th and 12th July 1957. The important decisions/conclusions reached at the Conference were as follows:

(i) *Workers Participation in Management*—Since the employers expressed their willingness to introduce schemes of workers' participation in management in selected units on a voluntary basis, it was considered unnecessary to frame any legislation for this purpose for a period of two years. In order to expedite the implementation of the scheme the conference decided to set up a tripartite sub-committee to select the undertakings where such schemes could be initiated in the first instance. (ii) *Rationalisation*—It was felt that measures of rationalisation which did not serve real economic interests of the country in the conditions prevailing at present might be avoided. Certain conditions such as no retrenchment or loss of earnings, equitable distribution of the gains resulting from rationalisation, proper assessment of workloads, etc., were accepted as *sine qua-non* in any scheme of rationalisation. (iii) *Industrial Housing*—It was recommended that the State Governments should set up Housing Departments to deal with the housing problem of industrial workers as well as of other persons in the low income group. The Conference also recommended the adoption of certain other measures such as, freezing land prices, supply of building material, increased financial assistance to employers, etc., in order to popularise the Subsidised Industrial Housing Scheme. (iv) *Wage Policy*—The minimum wage should be 'need-based' and should ensure the minimum human needs of workers. Certain norms relating to the needs of workers were laid down for the guidance of all wage-fixing authorities.

The Conference also recommended that steps should be taken to ratify two I.L.O. Conventions, viz., No. 99 concerning Minimum Wage Fixing Machinery and No. 100 concerning Equal Remuneration and also to implement recommendation No. 87 concerning Vocational Guidance and No. 31 concerning Prevention of Industrial Accidents.

2. *Standing Labour Committee*—The 16th Session of the Standing Labour Committee was held in New Delhi on 17th October 1957. Important among the matters discussed were the ones relating to (i) the Code of Discipline in Industry; and (ii) Diversion of bonus to savings. A Code of Discipline in Industry intended to bind voluntarily both employers and workers to certain modes of behaviour in order to settle all disputes by mutual negotiations, etc., was adopted. This Code lays down obligations for both the employers and the employees in the event of occurrence of industrial disputes and prescribes sanctions for infringements of the Code. With the ratification of the Code by the All-India Central Organisations of Employers and Workers it is hoped that industrial relations in this country would be put on a more stable footing. In regard to the question of diversion of bonus to savings, the Committee recommended that out of the annual bonus accruing to workers an amount equivalent to one month's salary including dearness allowance or Rs. 75, whichever was higher, should be paid in cash to the workers. Of the balance half should be credited to the workers' provident fund account subject to a minimum of Rs. 5. In the case of workers drawing less than Rs. 75 per month

it was recommended that the diversion of a part of the bonus should not be made compulsory. The Committee also considered certain other questions such as legislation for workers in construction industry, representation of all-India Workers' Organisations on the various tripartite committees and the progress of the scheme of workers' participation in management.

3. *Industrial Committees*—At the beginning of the period under review, namely, in October 1956, Industrial Committees existed for seven industries, viz., (i) cotton textiles; (ii) tanneries and leather goods manufactories; (iii) cement; (iv) road construction and building; (v) plantations, (vi) jute* and (vii) coal mines. During the period under review no meeting of any of these Committees was held.

4. *Labour Ministers' Conference*—The 13th Session of the Labour Ministers' Conference was held on 27th and 28th December 1956 and the 14th Session on 15th and 16th October 1957. Both these sessions were held in New Delhi. Important amongst the decisions/conclusions reached at the 13th Session were as follows:—

(i) On the question of employees' provident fund, the opinion of the Conference was that the provident fund contributions should be increased from 6½ per cent. to 8½ per cent. and that well-organised industries should not be left out of the scope of the scheme merely because they did not employ 10,000 workers throughout the country; (ii) In order to expedite the settlement of industrial disputes it was agreed that permanent labour courts should be set up and these might be empowered to hear all cases under the various labour laws. It was also agreed that the judgments of Labour Tribunals should be delivered in the open courts, instead of publishing them first in the official Gazettes; (iii) The question of prevention of accidents in factories was discussed and it was recommended that the State Governments should appoint committees to evolve suitable techniques for improving safety in factories. With a view to guiding the State Committees, the Central Government should set up another Committee at the Centre; and (iv) Demands for bonus in the public sector undertakings including municipalities and other local bodies should not be referred for adjudication. The State Governments were requested to consider the possibility of setting aside a part of the surplus realised by Government undertakings for financing social and welfare amenities like providing scholarships to workers' children and establishment of recreation homes, etc.

The important decisions/conclusions of the 14th Session of the Labour Ministers' Conference were as follows: (i) Adjudication should normally be resorted to only when all other methods of settling disputes have been fully explored and exhausted. The State Governments should collect data which would help in evolving a set of principles relating to reference of disputes to adjudication. (ii) A suitable machinery should be constituted to review the cases of non-implementation of awards and suggest remedial measures. Non-implementation of awards should be treated as a continuing offence and should entail day-to-day penalties. (iii) It was agreed that with a view to securing full compliance with the existing measures for maintenance of liaison between the Central Industrial Relations Machinery and the State Governments, each State Government

*This Committee was activated only recently.

should set up a committee consisting of the regional officers of the Central Government and the representatives of the State Government who should meet at least once in a quarter. It was also recommended that the Regional Labour Commissioner (Central) should be nominated to the State Labour Advisory Boards (iv) In regard to the question of desirability of disassociating bonus from profits and relating it to performance it was agreed that wherever a kind of linking up of bonus with performance was possible considerations of output and performance should be brought in while working out the distribution of profits ear-marked for bonus payment.

5. *Other Committees*—Besides the committees, etc., enumerated above, there are a number of other committees, boards of an advisory nature such as, the Central Advisory Board under the Minimum Wages Act, the Central Board of Trustees of the Provident Fund Scheme, Advisory Committees for Coal and Mica Mines Labour Welfare Fund, Advisory Committee (Dock Workers), Steering Group on Wages, etc. Some of these committees are statutory and others, non-statutory. The committees in the latter category are usually constituted on the recommendations of the Indian Labour Conference, Standing Labour Committee, etc., in order to implement the decisions/conclusions arrived at by them.

The Joint Consultative Board of Industry and Labour—The Joint Consultative Board of Industry and Labour held its eighth meeting on 19th January 1957 and the ninth, on 10th July 1957. The important conclusions arrived at the eighth meeting were: (i) attempts should be made to intensify the work of the Board; (ii) Government should set up Wage Boards for major industries; and (iii) a seminar on Labour-Management co-operation should be held to popularize the idea of joint consultation. At this meeting the Board was also informed by the Union Labour Minister that the proposed changes in labour laws would, in future, be referred to it for its opinion. At the ninth meeting the proposal to increase the rate of contribution from 6½ per cent. to 8½ per cent. under the Employees' Provident Funds Act was considered. It was unanimously agreed that before taking up this question, a uniform rate of 6½ per cent. must be obtained in all the industries. The Board also urged Government to undertake some measures to regulate the payment of gratuity, retirement benefits, etc.

State Governments—The Tripartite Labour Machinery at the State level mostly came into existence, as a result of deliberations of the Industries Conference held in December 1947. The machinery thus constituted consists of (i) Labour Advisory Boards comprising representatives of Employers, Employees and the State Government; and (ii) certain other tripartite agencies such as committees for industrial development, industrial committees and welfare committees. The main object of the State Labour Advisory Boards is to maintain and promote harmonious industrial relations and to advise Government on matters affecting labour. The developments in this regard during the period under review are briefly mentioned below. In Assam, one tripartite committee and a bipartite committee were set up. The former was to examine the conditions of work of sweepers and mazdoors in Gauhati municipality with a view to formulating an incentive wage structure. The latter was to probe into the causes of

growing lawlessness in tea gardens. In *Andhra*, the constitution of a State Labour Advisory Board was under consideration. In *Bihar*, the 15th meeting of the Bihar Central Labour Advisory Board was held in April 1957. In *Bombay*, the State Labour Advisory Board was reconstituted in August 1957; but no meeting of the Board was held between October 1956 and December 1957. In addition to this Board, there are four Tripartite Advisory Committees in the State, with headquarters at Bombay, Ahmedabad, Sholapur and Kolhapur respectively, which are meant to advise Government on the working of the Factories Act, etc. In *Kerala*, there is an Industrial Relations Board at the State level. Apart from this there are Industrial Relations Committees/Councils for (i) textiles; (ii) tiles; (iii) engineering; (iv) chemicals; (v) oil mills; (vi) coir; and (vii) plantations. The *Madras* State Labour Advisory Board met once, i.e., on 10th October 1956. In *Orissa*, the State Labour Advisory Board was reconstituted in December 1957 for a period of three years. The *Rajasthan* State Labour Advisory Board holds its meeting annually. The State Government has also constituted a Central Advisory Committee for Welfare Centres. In *Uttar Pradesh* there are Tripartite Conferences for different industries. The meetings of the conferences on the following industries were held during the period under review: textiles on 23rd June 1957, sugar on 26th June 1957 and 21st September 1957, small scale industries on 26th June 1957 and electricity on 27th June 1957. Besides these, the State Government set up a committee to consider the modification of standing orders of the vacuum sugar factories in September 1957. The *West Bengal* State Labour Advisory Board was set up in September 1957 but no meeting of the same was held till the end of the year 1957. The *West Bengal* Government also set up in August 1957 an *ad hoc* committee to look into the question of rationalisation in jute industry. In *Delhi*, there is a Labour Advisory Board and an Advisory Board for Labour Welfare Centres.

Joint Consultation at Unit Level—Joint consultation at the unit level is encouraged through Works Committees, constituted under the Industrial Disputes Act, 1947 in units employing 100 or more workers. The function of these Committees is to promote harmonious relations between employers and employees and to resolve differences in the initial stage itself. During the year 1956-57 a number of works committees were functioning in the Central Sphere undertakings.* Apart from the works committees there are other types of committees, viz., Production Committees, Accident Prevention Committees, etc., at the unit level.

The *Bombay Industrial Relations Act, 1946*, provides for the setting up of joint committees consisting of employers' and employees representatives in various occupations and undertakings in industries to establish direct and continuous touch between such representatives to secure speedy consideration and removal of difficulties that may crop up in day-to-day employer-employee relations.

Annexure I gives the number of works committees, etc., in various States and their industry-wise classification are given in table No. LXXXIX. The table is incomplete as it does not contain the detailed industrial classification of these committees in some States. Nevertheless, it gives a broad picture of the number of works committees, etc.

*For details see pp.184-85.

(j) Non-metallic Mineral Products	93	117	270	157	131	113	18	70	340**	..	3	..	83††	33†	2	20	25	1,49‡	6
(k) (i) Cement ..	2	..	5	..	..	3	..	1	..	2	..	2	..	..	..	..	..	13	..
(ii) Others ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(l) Basic Metals ..	..	..	88§	..	..	..	..	..	..	..	..	..	..	..	..	..	..	86	..
(m) Machinery ..	1	..	7	31§	..	..	..	..	26§	..	..	..	..	..	..	4§	..	69	..
(i) General ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(ii) Electrical ..	1	..	7||	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	..
(iii) Others ..	..	..	..	..	..	18	6	4	..	..	..	..	..	..	1	3	..	32	..
Electric, Gas and Sanitary Services	1	..	..	..	..	8	1	..	..	..	..	..	..	..	..	..	..	13	..
Commerce ..	..	..	20	..	..	..	..	3	31	..	..	..	..	..	..	..	..	51	..
Transport ..	2	..	13	..	1	4	..	2	15	..	..	..	..	..	..	2	..	39	..
Miscellaneous ..	..	..	12	12	..	61	8	21	26	..	..	..	..	..	..	..	..	130	..
Total ..	93	117	270	157	131	113	18	70	340**	..	3	..	83††	33†	2	20	25	1,49‡	6

* Wood, Stone and Glass.

† Timber.

‡ Includes paper industry also.

§ Engineering.

|| Engineering and metals industry.

||| Includes supply of electricity also.

** In addition to these units, Production Committees were functioning in 57 establishments in Madras.

†† Industry-wise classification not available.

(a) Works Committees; (b) Production Committees; (c) Joint Committees.

CHAPTER V

LABOUR WELFARE

The concept of labour welfare, as was aptly pointed out by the Royal Commission on Labour in India, bears somewhat different interpretation in different countries. Some of the important factors that determine the concept are: social customs, degree of industrialisation and the educational development of the worker.* According to an I.L.O. publication, the term labour welfare includes such services, facilities and amenities as may be established in, or in the vicinity of, undertakings to enable the persons employed therein to perform their work in healthy and congenial surroundings.† This has been somewhat further elaborated in the I.L.O. Recommendation concerning Welfare Facilities for Workers (No. 102) adopted at the 39th Session of the International Labour Conference held in June 1956. The term welfare, as used in the Recommendation includes, *inter-alia*, (i) feeding facilities in or near the undertaking; (ii) rest and recreation facilities; and (iii) transportation to and from work where ordinary public transport is inadequate or impracticable.

The importance of providing welfare facilities, in an underdeveloped country like ours, is by now well-recognised. In India which has embarked upon a vast programme of industrialisation the need for labour welfare is all the more important. It is partly in recognition of this need that a provision of Rs. 6.74 crores was made for labour and labour welfare programmes in the First Five Year Plan. In the Second Plan the provision has been made for Rs. 29 crores. Independent of the programmes contained in the Plan are the welfare activities undertaken by the employers and workers on their organisations. The following paragraphs describe briefly the nature and extent of welfare facilities undertaken by (i) Central Government; (ii) State Governments; (iii) employers or their organisations; (iv) workers' organisations; and (v) statutory welfare funds.

1. Activities of the Government of India

The Government of India evinced interest in labour welfare only recently i.e., during the Second World War, when they introduced schemes of labour welfare, in their ordinance, ammunition and other factories engaged in war production. This was done mainly to keep up the morale of the workers and to increase their productivity. With the achievement of Independence and emergence of India as a Republic wedded to the idea of a welfare state and a Socialist Pattern of Society, efforts in this direction have been redoubled. A discernible tendency in recent years has been to bring the matters connected with workers' welfare more and more within the purview of legislation. The institution of labour welfare funds in coal and mica mines and of provident funds in major industries, the initiation of

*Report of the Royal Commission on Labour in India—p. 261.

†International Labour Organisation, Second Asian Regional Conference, Nuwara Eliya Ceylon) January 1950, Report II Provision of Facilities for the Promotion of Workers' Welfare Geneva, I.L.O. 1949).

social security and industrial housing schemes and radical revision of the law regulating conditions of work, are prominent among the measures taken to promote the welfare of the working classes. More recently efforts are afoot to bring the welfare of workers in manganese and iron ore mines also, within the scope of legislation.

Labour Welfare Funds—In 1946, the Government of India initiated an experimental scheme to finance welfare activities in industrial undertakings owned and controlled by them. The activities of the Fund, were to be such as were outside the scope of the existing statutory provisions in this respect. Establishments under the control of the Railway Board and major ports were, however, excluded from the purview of the scheme.* During the year 1956-57 the scheme was in the eighth year of operation in all the Central Government undertakings. The rate of Government contribution was equal to the employees' contribution or Re. 1 per worker whichever was less. Government contribution was also allowed to the funds newly started during the year 1956-57. At the end of March 1957 more than 164 funds covering one lakh workers were in existence. ✓

Welfare Trust Funds—A proposal to enact a law for the establishment of welfare funds in industrial undertakings has been under the consideration of the Government of India for some time. The subject was discussed in the various Sessions of the Labour Ministers' Conference and the Standing Labour Committee. It is the intention of the Government to promote legislation on the basis of the recommendations made by these bodies, as soon as certain legal difficulties, which have come to notice in the meantime, have been resolved.

2. Activities of the State Governments.

Andhra—The Labour Welfare Centre organised by the State Government at Azamabad, Hyderabad, continued to run satisfactorily during the period under review, and on an average about 250 workers took part in the indoor and outdoor games. Adult education classes in English, Telugu and Hindi were held regularly at the welfare centre.

Assam—Nineteen Welfare Centres were functioning during the period under review for the benefit of workers in plantations. Though these Centres were sponsored by the State Government, they are actually run by Social Service Agencies. Of the nineteen centres, five were meant for men workers, four for women labourers and ten for ex-garden labour. The State Government have sanctioned a recurring grant not exceeding rupees one lakh for financing the activities of these centres. Besides usual welfare activities such as, games, dramatic performances, regular library classes were also held in these centres for teaching illiterate workers. In welfare centres meant for women, facilities of learning weaving, knitting, etc., were available.

Under the First Five Year Plan, one Labour Welfare Training Centre for male workers at Rowrah and a second for female workers at Mazengah were constructed. Selected workers from tea gardens were given training in these centres in cleanliness, health, hygiene, better way of living, Gandhian ideology, etc., and also in crafts such as, carpentry, smithy, tailoring, etc., under the Second Five Year

* For details of the scheme see, *Indian Labour Year Book*, 1947-48 pp. 188-89.
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Plan, it is proposed to open 25 community centres for tea plantation labour and 4 welfare centres for urban industrial labour other than plantation labour and lands for the construction of these centres were selected by the State Government.

Bihar—The ten Welfare Centres organised by the State Government for workers in Jamshedpur, Katihar, Dalmianagar, Kodarma, Bihar Sharif, Kumardhubi, Muktapur, Marhowrah Bangari, Chakradharpur as well as the one at Plandu for tea garden workers continued to function satisfactorily during the period under review. Besides, 31 Welfare Centres were run voluntarily by the employers' and workers' organisations. These were financed by joint contribution made by the employers and workers. These centres used to receive financial assistance from the State Government till 1955-56 for meeting a part of their expenditure. This assistance has, however, been discontinued on grounds of economy since 1956-57. An important event of the period was the introduction of Industrial Health Service amongst factory workers attending the labour welfare Centres at Jamshedpur, Dalmianagar, Bihar Shariff, Kodarma and Katihar.

Bombay—The Labour Welfare Board constituted under the Labour Welfare Fund Act, 1953, maintained 50 labour welfare centres in the industrial areas of Bombay State during the period under review. These centres catered to the recreational and allied requirements of over 57,000 men and boys and 22,000 women and girls, who were on the membership rolls of these centres. An equal or perhaps larger number of casual visitors added up to an average annual attendance of over 1.80 lakhs. For women workers, such facilities as sewing classes and consultation facilities for health and subsidiary occupations were available during the year. Side by side interest in recreational and cultural programmes for women was also being built up. Nursery classes were becoming increasingly popular. Class room attendance which totalled 1,79,000 in 1954-55 went up to 3,56,000 in 1956-57.

Subsidiary spare-time occupations in the form of orders for stitching work from hospitals and other institutions were obtained and entrusted to women. The income to women from this activity alone amounted to about Rs. 5,000 per year. Training to women in handicrafts on an organised basis was imparted by the Board. During the period under report, 34,000 women attended these classes, as against 3,600 in the previous year, viz., 1955-56. The cost of all these welfare activities and programmes worked out to about Rs. 9.00 per head of the total membership of these centres during 1956-57.

Madhya Pradesh—During the period under review, 19 labour welfare centres were functioning in the State. Of these, 15 were run by the representative (Trade) unions under the Bombay Industrial Relations (Adaptation) Act with the help of annual grants-in-aid from the Government and the remaining four were directly run by the Government. In these centres indoor and outdoor games, physical culture activities, reading rooms, adult education classes, etc., were organised. A Health Centre and 20-bed Maternity ward were started at Gwalior during the period under review. The accommodation at the maternity ward of the Health Centre at Indore was also increased

from 20 to 40 beds. In addition to the supply of curative medicines, arrangements were made at these centres to give advice on subjects like family planning and prevention of diseases and to supply milk free of cost to children.

Orissa—During the period under review, the State Government paid grants-in-aid to voluntary Labour Welfare Centres to promote educational and recreational facilities of workers and their children. Multi-purpose labour welfare centres were organised in order to promote efficiency of the workers and to increase productivity through training, etc.

Punjab—Welfare centres continued to function in nine important industrial towns of the State. In these centres, besides providing usual recreational activities, arrangements were made to impart training in tailoring, etc., to women workers and education to adults.

Rajasthan—During the period under review, four new labour welfare centres were started bringing the total number of such centres functioning in the State to 16 at the end of December 1957. Besides, construction of buildings for three welfare centres at Jaipur Beawar and Bhilwara was started. Out of a provision of Rs. 5.60 lakhs made for labour and labour welfare during 1956-57, a sum of Rs. 1.56 lakhs, i.e., 27 per cent of the total allotment was spent.

Uttar Pradesh—At the end of December 1957, there were 49 Labour Welfare Centres (including two seasonal ones) functioning in different industrial areas of the State apart from a T.B. Clinic at Kanpur. The total budgetted grant for organising activities at these centres, etc., was Rs. 10.563 lakhs in 1956-57. The main activities at these centres were (i) organisation of outdoor and indoor games, *Kirtan*, inter-mill and inter-centre tournaments; (ii) provision of medical assistance and advice on maternity work; (iii) free distribution of milk to patients, nursing and expectant mothers, weak and under-nourished children of the workers; and (iv) education through libraries and reading rooms, adult education and sewing classes for women and girls, literacy and cultural activities for men, women and children, like story-telling competitions, *kavi-sammelan*, *mushaira*, variety programmes, dramatic performances, etc. During 1957-58, the State Government sanctioned the opening of five additional centres (including two mobile centres) at Babupurwa.

The following statistics give some idea of the extent of welfare work done during 1956 and 1957:

Activity	Number in lakhs	
	1956	1957
(i) Medical Aid—no. of patients treated	16.5	18.6
(ii) Total no. of maternity cases (including pre-natal and post-natal) attended to.	0.11	0.12
(iii) Persons who had the benefit of free milk supply	3.1	3.4
(iv) Number of total participants in outdoor games and gymnasium	7.8	9.4
(v) Total no. of attendances in the reading room	6.4	6.9
(vi) Total attendances in the tailoring classes	1.2	1.4

Delhi—During the period under review, a Welfare Section was set up by the State Administration in order to co-ordinate and develop the activities of the seven welfare centres functioning in the Territory. In December 1957, another centre was started at Chanakya-puri thus bringing the total number of such centres to eight. These centres mainly organised or provided library and reading room service, recreational facilities, indoor and outdoor games, literacy classes and cultural activities including film shows of topical interest to labour.

The Administration had sponsored construction of four buildings for the Labour Welfare Centres as a part of the Second Five Year Plan and the first building is expected to be constructed in the Industrial Housing Colony during the year 1958-59 at an estimated cost of Rs. 1.10 lakhs.

3. Welfare Work by Employers

As already stated, more and more items of welfare are being brought under the scope of legislation rather than being left to the good sense of employers. Several welfare facilities such as provision of canteens, creches, pit-head baths in mines, etc., have already been made a statutory obligation. With the gradual extension of the Employees' State Insurance Scheme, medical aid will no longer be the responsibility of employers. State Governments are also actively entering the field of Labour Welfare by providing Welfare Centres in industrial areas. Even so, there is still scope for individual employers or their associations for providing amenities and services for workers' welfare. A brief account of the welfare activities undertaken by the employers in some of the major industrial and other undertakings is given below:—

(i) FACTORY INDUSTRIES

Cotton Textiles—A detailed account of the welfare facilities provided by the cotton textile industry in important centres was given in a previous issue of the Year Book.* In 1953 the Bureau conducted an *ad hoc* survey regarding labour conditions in the industry. The data collected in the course of this survey showed that the standards of welfare amenities provided differed from centre to centre. While some cotton mills have been content with providing the facilities required by law, others have undertaken welfare activities on an extensive scale and much in advance of the requirements of law. Generally speaking, nearly all the mills in the country have provided dispensaries and have placed them under the charge of qualified doctors. Some mills have well equipped hospitals as well. Several mills have provided separate maternity homes or wards. Creches for workers' children exist in most of the mills, although standards vary considerably. Facilities for indoor and outdoor games, co-operative societies, schools for the education of workers and their children and provident fund and gratuity schemes exist in several mills. The Mill-owners' Associations Bombay, Ahmedabad and Coimbatore have furnished some information regarding the welfare facilities available

*Vide pp. 181—82.

to the workers in their member mills. The same are briefly summarised below:—

Bombay—All the mills have provided grain shops, canteens and creches. In thirty-three of the mills 98 literacy classes for the benefit of their workers were organised in 1956. The mills provided accommodation and bore the entire cost of running the classes and of providing slates, books, etc. Gymnasias or sports clubs were run by 13 mills. There were seventy co-operative credit societies of workers with a total membership of 1,14,608 workers during the year ended 31st December 1957. Of the total cost of Rs. 5.83 lakhs incurred on running 62 of these co-operatives, the employers paid as much as Rs. 1.42 lakhs.

Ahmedabad—Forty six mills maintained dispensaries which were in a majority of cases staffed by only compounders although part-time doctors were attending. In some of these mills the benefit of free medical treatment was also available to the families of workers. Two of the mills had installed X-Ray Machines. One of the mills had started the system of medical check-up of workers of Weaving Department with a view to having a medical survey of the persons suffering from different disabilities. Three of the mills (viz., Arvind, Asoka and Aruna Mills) jointly constructed a 45 bed hospital at an initial cost of Rs. 5.50 lakhs and a recurring expenditure of about Rs. 0.95 lakhs per annum. Facilities available in this hospital were free to all the mill employees and their dependents. During the year 1956-57, 1,411 patients were treated in this hospital at a cost of about Rs. 0.99 lakhs. A fourth mill, viz., Shri Ambica Mills provided a ten-bedded hospital for its workers which was constructed and equipped at a cost of Rs. 1 lakh. The workers as well as their dependents are given treatment in the hospital. Forty-three mills maintained creches. Three mills had organised montessory classes and primary schools and also maintained libraries. Recreational facilities such as, table tennis, chess, cards, indoor and outdoor games were provided by some of the mills. The Advance Mills, Ahmedabad started a sewing class in mill's chawl.

Coimbatore—All the mills affiliated to the Southern Indian Mill-owners' Association, Coimbatore have provided canteens, creches, washing facilities for men and women separately, rest sheds, cool drinking water facilities, dispensaries, etc. In addition to this, some mills have provided facilities for indoor and outdoor games and free education of the children of the employees in the elementary schools run by the managements. Subsidised canteens also existed in some mills.

Jute Textiles—A fact finding *ad hoc* survey into the employment and earnings of the jute mill workers as well as welfare amenities available to them was conducted by the West Bengal Government during 1957. This survey covered 88 of the member mills of the Indian Jute Mills Association. Out of 88 mills covered by the survey, 34 had made provision for indoor games. In 61 of these mills provision for outdoor games had also been made. Twenty-eight mills had gymnasias and 42 had arranged for periodical cinema shows. As regards educational facilities, the enquiry showed that sixty-three mills had provided schools for the education of workers' children. 32 of which were Lower Primary Schools, 29 Upper Primary Schools, and the remaining two were of the standard of the School Final Examination. The average number of children participating in all these 63 schools

was 7,591 in 1956. Libraries for the use of workers and their families were available in 41 mills. Seventy-five of the 88 mills had dispensaries and nine larger mills had hospitals of their own. Besides these hospitals, some mills had made a provision for 83 beds in other hospitals. The benefit of maternity clinics were available in 15 mills. The total number of cases attended to in the dispensaries etc., in 1956 were as follows:—

Dispensaries—13,19,975 ;

Hospitals—70,594; and

Maternity clinics—15,696.

Creches were in existence in 65 mills and the daily average number of women workers who took advantage of these creches was 2,526 in 1956. The total number of children attending these creches was 1,986 during the same year. Seventy-seven mills had provided canteens. Of this, 59 sold tea and snacks at concessional rates. The total average expenditure per worker per annum in all the mills on these items of welfare amenities including housing was Rs. 15.84 in 1956 as against 17.28 in 1955.

A detailed account of the welfare amenities provided by the Jute Mills in Uttar Pradesh, Bihar, Andhra and Madhya Pradesh was given in the previous issue of the Year Book.* No additional information is available in respect of these States.

Silk Textiles—Medical aid to workers in the silk industry is generally restricted to the facilities available under the Employees' State Insurance Act wherever same is in force. Of the 25 units in respect of which information was collected by the Labour Bureau only 4, i.e., one each in Madras, Punjab, Hyderabad and Mysore maintained well-equipped dispensaries. The Hyderabad unit also maintained a general hospital for its workers. Canteens for workers existed in twelve units and co-operative societies in nine. Facilities for recreation and/or education of workers were available in six of the larger units and two smaller units.

Woollen Textiles—According to a Labour Bureau's enquiry conducted in 1953, apart from the first-aid facilities required to be provided under the law, some of the larger units provided medical facilities to their workers. The standard of such facilities, however, varied considerably. While some of the units had only dispensaries with part-time or full-time staff, some of the other units had provided medical facilities of a higher standard. Some of the larger units employing more than 50 women workers had creches. Out of the 11 units employing more than 250 workers each, canteens were in existence only in seven. Generally, the canteens were run by employers except in one unit in the Punjab where it was managed by a workers' committee. In addition to these facilities, rest shelters had been provided and co-operative societies existed in some of the units. Recreational and educational facilities were provided in a few units.

Basic Metal Industry (Ferrous Group)—Information regarding welfare facilities available in the Basic Metal Industry (Ferrous Group) was collected by the Bureau in the year 1955. According to the information collected, provision of medical facilities in the units in the States of the Punjab, Uttar Pradesh and Bombay, where the Employees' State Insurance Scheme is in force, is the responsibility

*Vide pp. 181-82.

of the Employees' State Insurance Authorities. In other States, larger units have well equipped dispensaries.*

Educational facilities were provided only by larger units i.e., those employing over 1,000 workers. Recreational facilities were provided by all the units, but the standard of facilities varied considerably.

Paper Mills—According to an *ad hoc* enquiry conducted by the Bureau in 1955, 16 out of 21 paper mills covered had made arrangements for free medical treatment of the workers. Of the 16 mills, 11 had dispensaries and five maintained hospitals. Only 12 out of 21 units had made arrangements for workers' recreation. Educational facilities for workers' children existed in ten of the units covered. As many as 17 units had canteens for the benefit of workers and creches existed in all the units employing more than 50 women workers. Grain shop facility was available in only one unit.

Cigarette Industry—Labour Bureau conducted in 1955 an enquiry into the conditions of labour in 14 units in the cigarette industry. The enquiry revealed that only eight units maintained dispensaries with qualified staff for the benefit of their workers. Almost all factories ran canteens; creches were provided only by a few factories. No factory provided educational facilities for workers' children. Recreational facilities were provided by only seven units.

Hydrogenated Oil Industry—The last enquiry into the labour conditions in Hydrogenated Oil Industry was conducted by the Bureau in 1955. The information collected from 23 units showed that most of the undertakings maintained well-equipped dispensaries under the charge of qualified doctors. They were running canteens for the benefit of their workers. The workers in some of the factories in Bombay, West Bengal and Delhi utilised the medical facilities available under the Employees' State Insurance Scheme. Educational facilities were provided only by 6 out of 23 units. Recreational facilities were available in most of the units but the standard of facilities varied from unit to unit.

Cement Industry—Most of the units maintain well-equipped hospitals manned by qualified medical officers where the workers as well as their families are given free medical treatment. Most units have also canteens which supply tea and snacks at cheap rates and almost all have clubs with provision for indoor and outdoor games and reading rooms. A few of these clubs have radio sets and swimming pools. In these clubs films are also shown to the workers. Most of the units run cheap grain shops. Educational facilities exist in almost all the undertakings. Buildings and equipment for the schools are supplied by the managements and education is free. In a few cases, books, slates, etc., are also supplied by the managements. Most of the units employing women workers have provided creches.

Sugar Industry—All the 50 factories for which information was collected by the Bureau in 1953 had provided medical facilities to workers. Of these, twenty-seven had full-time and five, part-time doctors. Twelve units maintained hospitals, canteens for workers

*For greater details see *Indian Labour Year Book, 1955-56*, p. 183.

were in existence in 31 units. Most of the units provided educational facilities. Some of them had their own primary, middle and higher secondary schools, while others gave financial assistance to these schools, where children of the employees attended. Almost all the units provided recreational facilities like indoor and outdoor games, libraries reading rooms and radio sets for their workers. Co-operative stores or credit societies existed in 14 units. Rest shelters for workers had been provided in a majority of units.

Mineral Oil Industry—The Assam Oil Co., has a special department to look after the welfare of its employees. It has established one High School each for boys and girls, one Hindi High School, two Middle Schools and five Primary Schools for its employees. More than four thousand children receive education in these schools.

The company has two canteens—one in Digboi and another at Tinsukia where meals at subsidised rates are served. Four grainshops at Digboi, one at Tinsukia, two at Naharkatiya one at Mooran have been established by the company and these are being run on no-profit-no-loss basis. The company also provides medical facilities to its employees. For the recreation of workers the company is running clubs where arrangements exist for indoor and outdoor games.

Tanneries and Leather Finishing Industry—Educational and recreational facilities for workers and their families were available only in three large units—according to a Labour Bureau enquiry conducted in 1955. Apart from the facilities available under the Employees' State Insurance Scheme wherever it has been enforced, some units had made arrangements for treatment of workers in case of sickness. The Bata Shoe Company at Mokameghat (Bihar) had organised a workers' sickness benefit society. The membership of this Society was compulsory for all the workers who had to contribute according to a graded scale, the management contributing an amount not less than the total contribution of workers. Under the Scheme, the members as well as their families residing in the company's premises or in its vicinity were entitled to get free medical treatment in case of ordinary illness. Other amenities provided by some large units included canteens, creches, grainshops, etc.

Shellac Industry—The data regarding welfare facilities available to the workers in the shellac industry was collected by the Labour Bureau in 1957. According to the available information there was hardly any welfare work done for labour. Arrangements for free medical aid existed only in three units out of 104 units for which data was collected. In all these three units there were well-equipped dispensaries staffed by qualified medical officers. In one of the units in Calcutta, the employers had also made arrangements for hospital treatment of their workers. Most of the units had kept only the first-aid box as required under the Law.

(ii) MINES

The Coal and Mica Mines Labour Welfare Funds are now responsible for providing welfare facilities for workers in coal and mica mines. The activities of these funds have been briefly described in

the subsequent sections in this chapter. The welfare amenities available for the workers in some of the other mines, viz., Gold, Manganese and Iron Ore are given in the following paragraphs:—

Gold Mines—The Kolar Gold Fields have provided for their employees various welfare amenities, such as, housing, medical aid, recreational and educational facilities. There is a Central Welfare Committee which co-ordinates the welfare activities sponsored by Welfare Committees in each of the three mines, viz., Mysore, Champion Reef, and Nundydroog Mines. The medical department of the mines, headed by a Chief Medical Officer is responsible for providing medical facilities to workers. The total number of surgical and medical cases attended to by the department during 1956 was 21,445 or an average of about 59 per day. This is apart from consultations which were of the order of about 313 per day. The Mines Maternity Homes continued to render useful service to workers' families during 1957. Out of a total of 2,980 births in the mining areas, nearly 80.27 per cent. took place in these Maternity Homes. Six thousand four hundred and thirty-six expectant mothers were attended to by the clinics for advice and 4,030 confined women were seen by the Health Visitors in their homes. The three creches, built in 1953 continued to serve the children of the women workers. The average daily attendance of children at these creches during 1957 was, however, between 6-7 per day. During the year 1957, there were 45 schools in the Mining area, where free Primary and Secondary education was imparted to 10,326 children.

The canteen started in the Mysore Mine in 1947 continued to serve the employees of the mine. The other welfare activities included exhibition of film-shows, football tournaments and maintenance of a Sports Club. There were four permanent Drama Halls in the mining areas, one each at Mysore and Champion Reef Mines and two in Nandydroog Mine, equipped with the stage and lights. Twenty-two dramas were staged between January 1956 and September 1957. In addition to these amenities, the management started after nationalisation of the undertaking i.e., October 1957, 3 co-operative stores for use of workers.

Manganese Mines—The Labour Bureau recently conducted an enquiry into the conditions of work, etc., of labour in manganese mines. The enquiry covered 76 mines, spread over Bihar, Orissa, Madhya Pradesh, Bombay, Andhra and Mysore States. With the exception of a few mines, all the others had provided medical facilities to their workers. Recreational facilities were provided by some mines, which included outdoor and indoor games. In two big mines of Orissa free open air cinemas were arranged every fortnight and occasional magical shows and physical performances by professional artists were arranged. In addition to this, educational facilities and grainshops were provided by some of the mines, while a few of them had also provided transport facilities. Rest shelters, mostly built with thatched roofs, existed in most of the mines.

Iron Ore Mines—The welfare facilities available in 36 iron ore mines recently covered by a survey conducted by the Labour Bureau were briefly as follows:

As required under the Mines Act, first aid boxes were maintained by all the mines. Arrangements for some type of free medical aid

existed in 20 mines. Of these, 4 mines had well equipped hospitals or dispensaries under the charge of qualified medical officers and the remaining mines had engaged the services of part-time doctors, who attended to the medical requirements of the workers during their weekly or bi-weekly visits. Recreational facilities were provided by 11 mines. These included indoor and outdoor games, radios and film shows. In one of the mines in Orissa there was a Workers' Sports Committee which arranged outdoor games and organised other recreational activities. A second mine in Orissa had an auditorium and theatrical club for its workers. Facilities for the education of workers were available in ten mines out of which nine maintained only primary schools, while one had also a middle school. Five mines provided canteens. 11 provided creches and 23 mines rest shelters.

(iii) PLANTATIONS

All tea gardens in Assam and West Bengal maintain dispensaries under the charge of either qualified doctors or compounders for giving medical aid to the workers. Most of the large estates also maintain garden hospitals. Certain groups of gardens jointly maintain Medical Associations with a Principal Medical Officer and a staff of qualified doctors. Some of these Associations run group hospitals to which services cases are sent by the member gardens of the Association. Some data relating to standards of medical care on tea gardens in North East India are given in the annual report of the Indian Tea Association for 1956 and the same are reproduced below.*

STANDARDS OF MEDICAL CARE IN TEA GARDENS IN NORTH EAST INDIA, 1956

						Lloyd Jones Standards	Standards of Members in March, 1956
						(per 1,000 Population)	
(i) Hospital beds	..	..	..	..	..	10.00	11.29
(ii) Doctors	..	..	..	..	..	0.40	0.59
(iii) Midwives	..	..	..	..	..	0.40	0.70
(iv) Nurses	..	..	..	..	..	1.00	0.70
(v) Compounders	..	..	..	..	..	0.40	0.53
(vi) Anti-malaria assistants	..	..	..	..	..	0.40	0.40

*Vide Report of the General Committee of the Indian Tea Association for the Calendar 1956; p. 67.

In Tripura, 2 Labour Welfare Centres (one at Kalacherra and the other at Fatikcherra under Sadar Sub-Division of this territory) provided recreational, educational and vocational training facilities to the plantation labourers. A coaching class for education of the children of labourers was conducted at Kalacherra, and one night school for adult labourers in each centre was opened. Vocational training in bamboo and cane works was imparted in these centres to the labourers. Another Labour Welfare Centre was opened at Manuvalley T.E. under Kailashahur Sub-Division. The activities of the centre included coaching classes for the children of workers, adult education, training in knitting and sewing, indoor and outdoor games.

In South India, compact groups of estates owned by the same companies have established group hospitals with maternity and isolation wards. Others maintain dispensaries under qualified doctors. The smaller tea estates and most of the coffee and rubber estates generally maintain only dispensaries under the charge of compounders.* Elementary schools for the education of workers' children are maintained by most of the estates.

The Tea Board continued to allocate funds to State Governments for the welfare of workers in tea estates. During the year 1956 it allocated a sum of Rs. 14,400 to the Government of Assam for giving stipends to twenty trainees each at the two Social Welfare Training Institutes at Rowriat for male workers and at Mazanga for female workers. A sum of Rs. 5,00,000 was provisionally budgeted by the Tea Board for scholarships to the children of the garden employees. The State Government have asked the Tea Board to assist them in finding suitable sites, etc., for the location of five community centres in the plantation areas. At the end of the year 1956, the matter was still at the discussion stage. In the meantime a sum of Rs. 20,000 was sanctioned by the State Government for each of the five centres. Important among other welfare activities financed by the Board was extension to the Mission Hospital at Jorhat in order to provide additional beds for tea garden workers.

(iv) RAILWAYS

During 1956-57, the Labour Welfare Organisation of the Railways continued to function satisfactorily. Education is one of the important welfare activities conducted by the railways for their employees. During the same year, 154 schools (101 Primary, 24 Middle, 27 Secondary and 2 Intermediate) were run by the railways and 41,666 students attended these schools. The total expenditure incurred on these schools was of the order of Rs. 44.7 lakhs in 1956-57 as against Rs. 40.8 lakhs in the preceding year. The administration continued to take interest in this matter and several new facilities were provided in these schools.

The staff Benefit Fund maintained by Railways provided help in cash and kind to the employees of the Railways. Some of the important activities financed by the Fund were (i) financial assistance to the employees who had suffered loss in floods, etc.; (ii) schemes for relief of the sick and for child welfare; (iii) education of the staff and their children; and (iv) provision of recreational facilities such as sports and athletics, to the staff and their children. The total expenditure of the Fund during 1956-57 amounted to Rs. 25.8 lakhs.

*For details see *Indian Labour Gazette*, December, 1953 pp. 440-44

The total number of canteens on Railways which served light refreshments and in some cases, cooked meals to workers was 203 in March 1957 as against 169 in the corresponding month of the previous year. There were 110 Railwaymen's Consumer Co-operative Stores with a total membership of 51,930. The working capital of these stores was nearly Rs. 16.4 lakhs on the 31st March 1957. Besides these Consumers' Stores, there were, at the end of March 1957, five housing Co-operative Societies of railway employees whose working capital was about Rs. 5.9 lakhs.

As in the past, sports and games were encouraged on all the Railways. In order to promote interest in games two sports Stadia one for the North Eastern Railway at Gorakhpur and the other for the Central Railway at Parel were opened during the year. Railwaymen and railway teams made their mark in various States and All-India tournaments and athletics. Railways also held the distinction of representing India at the various international sports. Of the ten Holiday Homes set up for the non-gazetted staff at different places (excluding the one under construction at Bandra, Bombay) the one at Wellington had to be closed on account of poor patronage. Though some of the remaining homes were quite popular, the patronage was not on the whole considerable. Another welfare activity started in 1955-56 was the organisation of railwaymen's childrens' camps. Fourteen such camps were organised during 1956-57 at different places and these were attended in all by 1,652 children.

During the period under review, an assessment of the existing medical facilities on Railways was made with the object of further improving them. As a result of this the following decisions and practical steps were taken:—

(i) It was decided to convert all the dispensaries into Health units; (ii) The health arrangements on Railways which were not under the medical department were taken over by the said Department on some of the railways; (iii) For control and treatment (domiliary) of tuberculosis, 33 chest clinics were established and for indoor treatment the sanctioned strength of beds, either in the form of Annexes or reservation of beds in approved sanatoria or in Railway hospitals stood at 646. To relieve financial distress of victims of T.B. amongst railway employees and their families, liberal financial assistance from the Staff Benefit Fund was afforded. The pay limit of the staff suffering from T.B. for purposes of supply of free diet, was raised to Rs. 300. (iv) For control of infant and maternal mortality and morbidity resulting from confinements, 35 additional Lady Doctors and 18 midwives were appointed. During the year 1956-57 the following were added:—

(i) Eight new health units bringing the total to 434; (ii) Additional 153 indoor beds bringing the total to 3,543 and (iii) Three mobile vans were provided for the benefit of the railway staff working at places where medical facilities were not normally available. The following table shows the number of distribution of hospitals and dispensaries provided by different Zonal Railways as also the cost of medical and health services during 1956-57.

TABLE NO. XC
MEDICAL AND HEALTH SERVICES, ETC., ON RAILWAYS—1956-57

Name of the Railway	Number of railway staff in lakhs	Number of hospitals, dispensaries, etc., provided				Cost of medical and health services	
		Hospitals	Beds	Dispensaries	X-ray equipment*	Total (Rs. in thousand)	Per head of staff
1	2	3	4	5	6	7	8
							Rs.
Central	1.8	12	527	48	11	6,376	18.1
Eastern	1.6	15	614	58	14	6,709	22.5
Northern	1.6	12	613	76	7	7,694	28.5
North-Eastern	1.3	12	533	69	7	7,103	32.5
Southern	1.6	13	506	67	9	5,160	13.5
South-Eastern	1.2	7	399	54	11	4,917	21.6
Western	1.4	10	357	62	14	4,586	12.8
Total	10.5	81	3,543	434	73	42,545	21.1 (Average)

*Several of the Railway hospitals have, besides electro-cardiogram and electro-medical and physiotherapy equipment.

(v) POSTS AND TELEGRAPHS

The Posts and Telegraphs Department continued to pay special attention to the welfare activities for the workers of the Department. Important among the facilities that were available during the year ended March 1957 were:

- (i) 142 co-operative societies;
- (ii) 281 canteens, 509 tiffin rooms, 67 tea shops;
- (iii) 250 rest houses for railway mail service staff;
- (iv) 629 recreational clubs;
- (v) 4 night schools;
- (vi) 4 holiday homes and 12 dispensaries;
- (vii) The Department had also reserved 136 beds in various sanatoria for T.B. patients amongst the posts and telegraphs employees and their families.

(vi) PORTS

Bombay—Dispensaries with qualified medical staff are being maintained for the Port Trust employees and their families. In addition, there are two clinics for providing ante-natal and post-natal

treatment and for child welfare. Canteens are provided for workers. There is a Port Trust Employees' Co-operative Credit Society whose membership is open to all workers. Scholarships to the children of the staff are awarded and monetary contributions are made by the authorities to the literacy campaign conducted by State Government. A circulating library, a childrens' library, 7 reading rooms, 8 sewing and handi-work classes, 2 nursery schools, nine play centres in the housing colonies and 2 nursery groups are some of the other welfare activities undertaken by the Port Trust. Three Scout troops and two guide companies have been organised for the children of employees residing in staff quarters. Sports, excursions, cinema shows, talks, demonstrations, etc., are periodically arranged at residential colonies of the employees of the Port Trust.

Madras—The Port Trust authorities have made arrangements for the medical, educational and recreational needs, etc., of their employees. The Trust provides free medical treatment to their employees and their families. For in-patient treatment in emergency cases a few beds are available in the Trust's dispensary. X-Ray treatment is also available to the employees and their families. The Trust has instituted 46 scholarships for encouraging education among workers' children. The Trust continued to maintain a Welfare Fund from which relief is available to employees who become victims of unforeseen calamities or suffer on account of loss of pay due to protracted illness. Supply of text books to deserving children of employees in the lower cadres, etc., is also made out of the welfare fund. Some of the other facilities provided include five canteens; two halls for dining, rest and recreation; and bathing facilities for shore labour.

Calcutta—The Port Commissioner have a large welfare organisation in charge of the Welfare Officer. The welfare activities include provision of medical, recreational and educational facilities. The employees are eligible for free medical treatment including reimbursement of the cost of medicines prescribed by medical officers, who also attend on employees and their families at their residences, if they reside within the municipal limits of Calcutta. The Commissioners have maintained 2 hospitals with a total of 128 beds and three dispensaries and reserved 19 beds for the employees at the T.B. hospitals at Jadavpur and Kanchrapara. There are two centres primary schools with five branch schools for the education of children of workers with about fifteen hundred names on their rolls, to which Commissioners contribute Rs. 57,916 annually. Among other welfare activities are the provision of a playground, wrestling grounds, and radio sets in labour localities, exhibition of film shows and institution of the P.T.O. i.e., privilege ticket order concession for certain categories of staff.

Other Ports—The Kandla Port organisation maintains an institute at Gopalpuri and a branch thereof at Kandla with facilities for indoor and outdoor games for workers. For the education of the children of the employees, one primary school at Gopalpuri and another at Kandla are run. Other facilities provided include washing places, first-aid posts, canteens, etc. Free medical aid is given at the Kandla Port dispensary to all workmen.

In Visakhapatnam Port, a canteen is provided, in the vicinity of the port to the dock workers employed by the port contractors. Besides, rest sheds and other amenities such as, drinking water, washing and bathing facilities have also been made available.

(vii) DOCKYARDS

A brief account of the welfare amenities provided in dockyards was given in the 1955-56 issue of the Year Book.* In addition to this, an account of the welfare activities of the Bombay and Madras Dock Labour Boards during 1956-57 is given below:—

Bombay—In order to provide free medical aid to the workers the Board opened, in July 1956, a dispensary equipped with Screening-cum-X-Ray machine, Diathermy and Ultra Violet and Infra Red units. The benefit of medical aid was extended to workers' families with effect from the 1st November 1956. The Board also made arrangements for indoor treatment. Ten beds have been reserved for T.B. patients at Telegaon General Hospital and Convalescent Home. Besides free medical aid to the workers, other welfare activities such as provision of canteens, outdoor games, cinema shows, reading rooms, etc., have been provided.

Madras—A dispensary was opened for dock workers on 28th November 1956 staffed by an Assistant Surgeon and two compounders. A new development during the year was the starting of the Madras Dock Workers' Welfare Fund. The Madras Dock Labour Board decided to transfer to this Fund a sum of Rs. 5 lakhs out of its accumulated surpluses earmarked for housing programme.

4. Welfare Work by Workers' Organisations.

Welfare work on any considerable scale is undertaken only by a few workers organisations. The most important amongst these is the Textile Labour Association, Ahmedabad. This Association has organised a number of social and welfare activities for the benefit of its members. With a view to rendering medical aid to the workers it maintains an Allopathic and two Ayurvedic dispensaries and a 24 bed Maternity home. The number of patients treated at the Allopathic dispensary during the year 1956-57 was 84,422. During the same year, the two Ayurvedic dispensaries catered to 16,211 cases. The number of deliveries in the maternity home was 807. Besides, the maternity home was also able to attend to 1,113 ante-natal cases and 47,423 outdoor patients. The Association also organised a number of educational, social and cultural activities for the benefit of the working classes. During the year 1956-57, it maintained 21 cultural centres including 5 *vikas mandirs*. The latter provided books, periodicals and newspapers, and organised study circles and variety of other welfare activities for the intellectual, moral and cultural growth of members. The other welfare activities included provision of 69 reading rooms and libraries, 8 gymnasiums, two schools and two study homes. The total attendance in reading rooms and libraries was 56,360; in all 6,11,358 books were issued to members. One hundred and seventy-eight children attended the schools, while 47 students were studying in the study homes. Besides, at the various social welfare centres 473 women were made literate.

*Vide p. 190.

5. Coal Mines Labour Welfare Fund

The Coal Mines Labour Welfare Fund constituted for promoting the welfare of labour employed in the coal-mining industry entered the thirteenth year of its existence during the year 1957. Steady progress in welfare activities was maintained during the year and many new welfare activities were added, such as, implementation of New Housing Scheme, of scheme for grant of scholarships to children of miners and grant of subsistence allowance to dependents of workers suffering from T.B., the opening of another 30 bed Regional Hospital-cum-Maternity and Child Welfare Centre and Ayurvedic dispensaries.

The principal activities financed by the Fund may be broadly divided into two categories, viz., 'General Welfare' and 'Housing'. The income of the Fund during the year 1957 was estimated at Rs. 138.3 lakhs (Rs. 22.7 lakhs in the General Welfare Account and Rs. 115.6 lakhs in the Housing Account). The budgetted expenditure on General Welfare Schemes was Rs. 108.6 lakhs and that on Housing Schemes Rs. 31.3 lakhs. The activities of the Fund so far as housing for coal miners is concerned have been described in the chapter on Industrial Housing.* The following is the brief description of the general welfare activities financed by the Fund during 1957.

Medical Facilities—A major portion of the expenditure on 'General Welfare' account i.e., about Rs. 42.5 lakhs was on the provision of medical facilities to miners.

Central Hospitals—During 1957 the Central Hospital at Dhanbad entered the sixth year of its existence. It is one of the best equipped and staffed hospitals in the country having a capacity of 182 beds for residential cases, with facilities for specialized treatment in surgery and in eye, ear, nose, throat, dental and venereal diseases. The hospital continued to gain popularity and to meet the heavy influx of patients, a scheme for expansion of the hospital to accommodate 250 beds was sanctioned and the construction of additional buildings in this regard was completed. The average daily number of patients treated at the hospital during the year was 256.

The other Central Hospital at Asansol which was started in April 1955 has also become very popular and its in-patient strength exceeded its capacity of 165 beds. A Scheme for expansion of this hospital to accommodate 250 beds was under consideration of Government. The average daily number of in-patients treated at this hospital during the year 1957 was 227.

The total number of in-patients and new cases of out-patients treated at these two Central Hospitals during the year 1957 was 14,828 and 17,752 respectively.

Besides being given treatment, disabled miners are taught different crafts such as, knitting, basket-making and tailoring, at the rehabilitation centres attached to the Central Hospitals. At the cost of the Fund disabled miners are being sent to the Military Artificial Limb Centre, Poona. During the first half of the year, 6 amputees were provided with artificial limbs and another batch of 9 amputees was being sent to the Centre.

*Vide pp. 220-21 of the pre-ent edition.

Regional Hospitals—The four 30 bed Regional Hospital-Cum-Maternity Centres set up by the Organisation at Katras and Tisra in the Jharia Coalfield and Searsole and Chora in the Raniganj Coalfields entered the ninth year of their existence. An addition to the existing four Regional Hospitals was made during the year, viz., at Jamai in Pench Valley. The Maternity and Child Welfare Centre section of this hospital started working in April 1957, while the in-patient section commenced functioning from November 1957. The total number of new in-patients and out-patients treated at the five regional hospitals was 3,647 and 27,151 respectively during the year 1957. The four Maternity and Child Welfare Centres attached to the Regional Hospitals in the Jharia and Raniganj Coalfields continued to function satisfactorily.

Construction of an 18 bed regional hospital—the fifth in the series at Dhanpuri in the Vindhya Pradesh coalfields was completed during 1956-57.

The annual grant-in-aid of Rs. 1,000 was continued to be paid for maintenance of a 10 bed maternity ward constructed for the benefit of Colliery workers as an adjunct to the Government Hospital at Chanda. The Jharia and Asansol Mines Boards of Health were running 28 and 11 maternity and child welfare centres in the Jharia and Raniganj coalfields respectively. The Fund continued to make payment of an annual grant-in-aid of Rs. 50,000 to each of the Boards. Non-recurring grants of Rs. 1,34,088 and Rs. 46,550 for construction of maternity wards at the Kothagudium and Tandur Hospitals respectively in the Hyderabad coalfields were sanctioned. Lady Health Visitors have been appointed in some of the other coalfields to render maternity aid.

Facilities for T.B. Patients—T.B. patients are treated at the two 12 bedded clinics run by the Fund at Katras in the Jharia coalfield and at Searsole in the Raniganj coalfield. Besides, the Fund is paying an annual grant-in-aid of Rs. 72,000 to the Ramakrishna Mission T.B. Sanatorium, Ranchi for maintenance of a 30 bed ward constructed at the cost of the Fund for treatment of colliery patients. All the beds of the ward as also 31 beds out of 37 beds reserved in the various sanatoria in the coalfields of Bihar, Assam, Pench Valley, Korea and Vindhya Pradesh remained occupied during 1957.

Dispensaries—The two dispensaries run by the Fund at Mugma and Bhuli treated a total number of 35,022 and 10,431 cases respectively during 1957. Under the scheme of annual grants-in-aid to colliery owners for maintenance of dispensary services of the standard prescribed by the Fund, a sum of Rs. 11,75,557 was paid during the years 1950-55. Ayurvedic dispensaries are now being started by the Fund. Sanction has been accorded by the Government for opening of eleven such dispensaries in the different coalfields in accommodation offered by colliery-owners in the Jharia coalfield. Three such dispensaries had already started functioning at Khas, Jagjivan Nagar and Bokaro.

Other Medical Facilities—The X-ray plants supplied by the Fund to the hospitals maintained by colliery owners in the Giridih collieries, Margherita in the Assam coalfield, Nowrozabad in the Vindhya Pradesh coalfield, and Kothagudium in the Andhra Pradesh coalfield

continued to render useful service. With the help of this equipment 3,942 fluoroscopic investigations and 4,750 cases of radiography were conducted during 1957. Family counselling centres at the Central Hospitals and at the Regional hospitals continued to function satisfactorily. At the instance of the Fund, the Jharia Mines Board of Health have also started such centres in their maternity institutions. A sum of Rs. 6,000 was sanctioned for payment to the Mines Board for free distribution of contraceptives. Propaganda work was being carried on through the women field staff of the Organisation.

Anti-Malaria Operations—Malaria control operations were continued on a large scale in all the coalfields. The main programme of work was interception of transmission by residual insecticidal spraying of human dwellings and cattle sheds. During 1957, 684 collieries and 491 villages with a total population of about 10 lakhs were covered by the spraying programme. At the end of spraying season a spleen and parasite survey was carried out with a view to assessing the degree of malarial endemicity, and it was found that the spleen and parasite rates came down to a very low level indicating marked improvement in malaria endemicity.

Recreational and Educational Facilities—Of the 60 miners' institutes sanctioned, 46 had been completed and 2 more were under construction. Fifty-one Women's Welfare and Children's education centres are being run in the various coalfields. Of these, 44 were located in the Fund's Miners' Institutes.

The mobile cinema units in Jharia, Raniganj, Karanpura, Ramgarh and Madhya Pradesh continued to exhibit films at the various collieries for the recreation of miners. A large number of documentaries were also exhibited.

Fifty-two adult education centres were run by the Fund in various coalfields. Of these, 45 were located in Miner's Institutes and the rest in the accommodation offered by colliery owners. A total of 5,805 workers had been made literate in these centres up to the 31st December 1957.

Pit headbaths had been provided at 178 collieries. The total number of collieries where creches had been completed up to 31st March 1957 was 316.

Important among the other facilities provided for the miners were: scholarships to miners' children; organisation of annual sports; training of creche attendants and financial assistance to dependents of coal miners who died as a result of accidents.

Finances of the Fund—The welfare cess continued to be levied at the rate of six annas per ton of coal or coke despatched from the collieries with a view to providing adequate funds for Housing. The apportionment of the cess which was in the ratio of 7: 2 between

General Welfare Account and Housing Account was changed to that of 6: 31 with effect from the 1st April 1957. The receipts and expenditure of the Fund since 1947-48 are given in the following table.

TABLE NO. XCI

RECEIPTS AND EXPENSES OF THE COAL MINES LABOUR WELFARE FUND,
1947-48 TO 1956-57

Year	General welfare account		Housing account	
	Receipts	Expenditure	Receipts	Expenditure
	Rs.	Rs.	Rs.	Rs.
1947-48	20,70,964	22,93,624	11,18,862	6,46,485
1948-49	65,65,351	41,67,528	16,73,673	18,52,417
1949-50	47,11,298	55,22,048	66,90,159	50,26,547
1950-51	51,97,793	37,07,383	78,19,114	11,80,394
1951-52	86,03,634	55,47,111	22,70,949	14,36,660
1952-53	1,07,98,553	46,94,296	28,81,805	9,63,456
1953-54	1,11,12,279	45,80,825	33,60,714	7,62,532
1954-55	71,50,108	57,15,178	25,35,455	11,43,482
1955-56	1,03,90,141	50,83,276	34,53,261	9,63,996
1956-57	92,92,301	58,51,778	27,48,314	3,25,300

6. Mica Mines Labour Welfare Fund

The Mica Mines Labour Welfare Fund Act, 1946 provides for the raising of a Fund by the levy of an *ad valorem* customs duty on all mica exported from India except from the State of Jammu and Kashmir. The Fund is meant to be utilised for the welfare of labour in the mica mining industry. Some details of the welfare activities sponsored by the Fund during the year ended 31st December 1957 are given below: *

*For a brief account of the legal provisions see p 307.

Medical Facilities—The medical facilities provided to mica miners and members of their families comprise one hospital at Karma, 14 static and mobile dispensaries and 6 maternity and child welfare centres. Their State-wise distribution was as follows:

State						Number of		
						Static dispensaries	Mobile medical units	Maternity & child welfare centres
Andhra	..	..	..	..	..	3	1	4
Bihar	..	..	..	..	..	6	2	2
Rajasthan	..	..	..	..	..	5	5	Nil
Total						14	8	6

Three beds in Nellore Headquarters hospital are also reserved at the cost of the Fund for the exclusive use of mica miners.

The total number of mica miners treated at the dispensaries and/or hospitals or mobile medical units under the Fund during the year 1957 was 1,52,912 in Andhra, 1,11,162 in Bihar and 1,01,429 in Rajasthan. Anti-malaria operations were continued by the Fund in the mica mining areas of Bihar only.

Maternity and Child Welfare Centres—The Fund provided facilities for Maternity and Child Welfare through nine centres. Of these, 4 were in Andhra, 2 in Bihar and 3 in Rajasthan.

The following figures show the working of the Maternity and child welfare centres during the year 1957.

TABLE NO. XCII
MATERNITY AND CHILD WELFARE CENTRES IN MICA MINES, 1957

	Andhra	Bihar	Rajasthan	Total
1. Number of labour cases conducted ..	413	36	85	534
2. Number of pre-natal cases attended and cared for.	4,511	237	358	5,106
3. Number of post-natal cases attended and cared for.	463	136	388	987
4. Number of infants attended and cared for	753	1,076	6,307	8,136
5. Number of houses visited by the lady health visitors.	2,200*	348†	1,726	4,280

*Figures for the period—1-4-57 to 31-12-57.

†Figures for the period—1-1-57 to 30-9-57.

Free milk was distributed to the children at all these centres.

Educational Facilities—The State-wise distribution of schools, institutes/centres, started by the Fund, till the end of 1957, is given below:

	Andhra	Bihar	Rajasthan	Total
(i) Multi-purpose Institutes	Nil	4	Nil	4
(ii) Adult-Education Community Centres	1	Nil	11	12
(iii) Elementary and Primary Schools	6	6	3	15
(iv) Middle Schools	1	Nil	1	2

All the four multipurpose Institutes had facilities for adult education and women's welfare. The children studying in the schools in Andhra were supplied with books, slates and mid-day meals free of cost. The number of children attending the schools maintained by the Fund during the year under review was 411 in Andhra, 109 in Bihar and 86 in Rajasthan.

Recreational Facilities—The mobile cinema in Bihar has been supplemented by one 16 mm. Van and now more areas are being covered by the two units. Nineteen radio sets in Bihar, nine in Rajasthan and six in Andhra provided recreation to miners and their families.

7. Gorakhpur Labour Organisation

The Gorakhpur Labour Organisation is responsible for the supply of Gorakhpur Labour (Labour is drawn mainly from Gorakhpur and Eastern districts of Uttar Pradesh) to various collieries affiliated to the Coalfields Recruiting Organisation. Three Welfare Officers—one each at Raniganj, Jharia and Singareni, have been appointed by the Gorakhpur Labour Organisation to look after the welfare of the Gorakhpur Labour. In addition to medical facilities provided by the employers, necessary funds out of the Gorakhpur Welfare Fund are placed at the disposal of Welfare Officers to implement the literacy drive and to provide recreation facilities. Radio-sets have been provided at some places and night schools have become regular feature in many camps.

8. Welfare of Agricultural Labour

Agricultural Labour forms the largest single group of the country's labour force. According to the estimates of the Agricultural Labour Enquiry conducted by the Government of India during 1950-51 there were 17.6 million agricultural labour families out of the total of 58 million rural families in the country. The appalling conditions of agricultural labourers are too well known and hardly need any comment. The agricultural labourers not only lack sustained employment but also suffer frequently from social handicaps and are a source of serious weakness and instability in the present agrarian system. Until recently practically nothing was done to ameliorate the conditions of the rural population in general and of agricultural workers in particular. However, since Independence, a number of welfare measures have been adopted by the Central and State Governments. The Minimum Wages Act, 1948 applies to agricultural employments and goes a long way to ensure reasonable wages to agricultural workers. During the First Plan period, minimum wages were fixed in all the areas in the States of Punjab, Rajasthan, Ajmer, Coorg, Delhi, Kutch and Tripura. In the States of Assam, Bihar, Bombay, Uttar Pradesh, West Bengal, Mysore and Vindhya Pradesh minimum wages were fixed in parts of the State where prevailing wages were low. The Second Five Year Plan has recommended that minimum wages should be fixed in all the States and for all the areas.

Special emphasis is being placed on welfare of agricultural workers under the Community Projects and National Extension Service Schemes. During the Second Plan period it is proposed to set up 3,800 additional development blocks as against 1,200 blocks taken up in the First Plan period. A provision of Rs. 200 crores has also been made in the Second Five Year Plan for the National Extension Service and Community development programmes.

In Bihar, Madras, Hyderabad, Saurashtra, Coorg and Vindhya Pradesh, educational stipends, free studentship, book-grants and hostel concessions are given to children belonging to the Scheduled Castes and Backward Classes who form the bulk of agricultural labourers.

Village Panchayats have been formed in many States for the promotion of rural welfare.

In the First Plan a provision of Rs. 1.5 crores was made for schemes for the resettlement of landless labourers. A number of schemes such as those relating to land colonisation in Madras and Andhra, settling of Harijans on land in certain States and setting up a farm of 10,000 acres in Bhopal by the Central Government to settle landless labourers were initiated during the First Plan period. In the Second Five Year Plan, besides the schemes of the Central Government most of the States have framed their own schemes estimated to cost about Rs. 5 crores for the settlement of about 20,000 families of landless workers on one lakh acres of land.

A voluntary effort to provide free land to the landless agricultural labourers has been started by Acharya Vinoba Bhave whose Bhoodan i.e., Land Gift Movement seeks to bring about a psychological revolution in the society. The Government is also encouraging this movement and Acts have been passed in a number of States to legalise and facilitate the collection and distribution of land donated under the movement.

In order to remove the social and economic causes, which account for the present backward conditions of agricultural workers, provision has been made in the Five Year Plans for programmes relating to agricultural production, land reforms, reorganisation of villages on co-operative lines, development of village industries, etc.

CHAPTER VI

INDUSTRIAL HOUSING

Housing is one of the three elementary necessities of life. The high cost of land, the need to construct houses in accordance with the standards laid down by local bodies, the wide gap between the supply of and demand for houses, etc., make housing a costly problem in congested cities and towns. The steady drift of rural population to urban areas in the recent past in search of employment has further aggravated the housing problem in urban areas. The working class which is forced to reside in industrial cities and towns finds it hard to get adequate and suitable housing accommodation. The close relationship between suitable accommodation and health needs no emphasis. Therefore, the provision of adequate housing facilities for the working classes is of vital importance and requires to be handled by the co-ordinated efforts of all three parties, viz., the Government, employers and workers themselves.

The need to improve the appalling housing conditions of industrial population was first emphasised as early as 1919 by the Industrial Commission. Ten years later, i.e., in 1929, the Royal Commission on Labour reiterated this need and made elaborate recommendations regarding provision of better types of houses with adequate space, ventilation and lighting, latrines, drainage and sanitary arrangements. The Labour Investigation Committee and the Health Survey and Development Committee, popularly known as the Bore Committee, also drew pointed attention to the appalling inadequacy of industrial housing. It was established and asserted by these investigations that no attempt at raising the standard of living of the workers could be successful without an early solution of the housing problem. No doubt, certain State Governments, some Local Bodies and a few enlightened employers had made sporadic efforts to improve the housing conditions of workers, but co-ordinated efforts in this regard were not made till after the Independence. The efforts made in this connection in recent years have been briefly discussed in the following paragraphs. For the sake of convenience, these have been broadly divided into five sections, viz., (i) Housing Schemes of the Government of India; (ii) Housing Schemes of State Governments; (iii) Housing in Major Industries; (iv) Housing Schemes of Workers' Organisations; and (v) Housing of Agricultural Labour.

1. Housing Schemes of the Government of India

History of Housing Schemes—In 1946, the Government of India formulated an Industrial Housing Scheme under which it offered financial assistance for construction of houses for workers by giving a subsidy of 12½ per cent. of the estimated cost of construction subject to a maximum of Rs. 4,200 per house, provided the State Governments also agreed to contribute a like amount. Subsequently in April 1948, the Government of India announced, as a part of their Industrial Policy, a scheme for the construction of a million houses for industrial workers within a period of ten years. In pursuance of this announcement a scheme on the basis of the capital requirements of houses for industrial workers was prepared in April 1949. Under this

scheme the capital required for the construction of houses for industrial workers was to be provided as a loan to the extent of $\frac{2}{3}$ by the Central Government and $\frac{1}{3}$ by the State Government or an employer sponsored by a State Government. A sum of Rs. 2.68 crores was advanced under the scheme to the State Governments during the period 1950-52, but only Rs. 1.68 crores were utilised and 4,500 houses were built. In 1952, the housing scheme was further revised and a new Industrial Housing Scheme commonly known as the "Subsidised Industrial Housing Scheme" came into existence. This scheme provided for grant of financial assistance to State Governments, Statutory Housing Boards, employers and registered co-operative house building societies of industrial workers both in the form of loan and subsidy. In the case of State Governments, the Government of India agreed to advance the entire 100 per cent cost of construction in the shape of 50 per cent subsidy and 50 per cent loan. To private employers, financial assistance was offered in the shape of 25 per cent. subsidy and another $37\frac{1}{2}$ per cent. as long-term loan; to workers' co-operative societies, 25 per cent. as subsidy and another 50 per cent. as loan. In addition to giving financial assistance, the Government of India made adequate arrangements for providing technical assistance to various constructing agencies in matters of drawing layouts, plans and specifications.

Modifications in the 1952 Scheme—The scheme in its original form did not record any substantial progress. Several modifications have been introduced in the Scheme from time to time. The important among these are: (i) extension of the scope of the scheme to mine workers (other than those employed in coal and mica mines for whom separate schemes exist); (ii) instead of enforcing separate ceilings for land development and building costs, excess or saving in one can now be adjusted against the saving or excess in the other subject to the overall ceiling not being exceeded; (iii) enhancement of ceiling cost for land development from Rs. 440 to Rs. 640 in respect of all towns having a population of over 3 lakhs except Calcutta and Bombay; and (iv) sale of tenements constructed by the State Governments with the Central aid to eligible workers on hire-purchase system.

Progress of the 1952 Scheme—With the above modifications the scheme showed some improvement. The progress made in the implementation of the latest scheme, may be judged from the amount of loan and subsidy, sanctioned to the different constructing agencies since the beginning of the Scheme (i.e., September 1952) upto the end of 1957.

	Amount sanctioned (in lakhs of rupees)			No. of tenements sanctioned
	Loan	Subsidy	Total	
1. State Governments	1,208.26	1,137.18	2,345.44	75,385
2. Private Employers	82.97	92.92	175.89	13,171
3. Co-operative Societies of Industrial Workers.	24.44	13.12	37.56	1,747
Total ..	1,315.67	1,243.22	2,558.89	90,303

Of the 90,303 tenements for which administrative sanction was accorded, construction of about 66,700 or 73.9 per cent. tenements (an yearly average of about 12,700 houses) had been completed by the end of 1957. As against the sanctions accorded, actual payments till the end of 1957 amounted to Rs. 1,714.50 lakhs—Rs. 1,081.45 lakhs as loans and Rs. 633.05 lakhs as subsidies. It will be observed from the above statement that the response from Workers' Co-operative House Building Societies and private employers continues to be particularly poor. The progress of this scheme, along with the other Housing Schemes of the Central Government, was reviewed by a conference of the Housing Ministers' of States, which was held at Mysore from 31st October 1957 to 2nd November 1957. The Conference examined the various aspects of the working of the Scheme and made a number of recommendations with a view to accelerating its progress. These recommendations are at present under the consideration of the Government of India.

Other Housing Projects of the Government—Apart from the Subsidised Industrial Housing Scheme, the Government of India have also undertaken other housing projects. So far as industries in the public sector are concerned, whenever a decision to set up an industrial undertaking in the public sector is taken, the necessary financial provision for providing adequate housing facilities for labour is also made. Consequently fairly satisfactory housing facilities are usually available for workers employed in public undertakings from their very inception.

Housing in Rural Areas—The attention of the Government of India is not directed solely towards effecting improvements in the housing conditions in urban areas. Raising the standards of housing in rural areas is an important part of the comprehensive rural development programme now being implemented in many parts of the country under the Community Projects Administration. During the First Five Year Plan period, the Community Projects Administration constructed 15,517 houses and reconditioned 1,02,520 old ones. For providing the necessary technical assistance a rural cell has been established in the Ministry of Works, Housing and Supply and model plans of houses suitable for different rural parts of the country are being prepared.

The Five Year Plans—Housing Schemes both for urban and rural areas figure prominently in the Five Year Plans. In the Second Five Year Plan, a sum of Rs. 120 crores* has been provided as against Rs. 38.5 crores in the First Plan for housing purposes. Of the Rs. 120 crores provided in the Second Five Year Plan, Rs. 45 crores have been earmarked for the Subsidised Industrial Housing Scheme, Rs. 40 crores for low-income group housing, Rs. 10 crores for rural housing and Rs. 20 crores for slum clearance. The Plan also contains provision relating to housing of the middle-income group (Rs. 3 crores) and plantation workers (Rs. 2 crores). The Second Plan envisages the construction of about 1.9 million houses as compared to about 1.3 million during the First Plan.

Slum Clearance Scheme—The problem of slum clearance is closely linked with industrial housing. Though the First Five Year

now appear that the sum of Rs. 120 crores is likely to be cut down to Rs. 84

Plan recognised the need for a separate scheme for slum clearance, it was only in May 1956 that such a scheme was prepared by the Government of India. The Scheme envisages the grant of financial assistance in the shape of loan and subsidy to State Governments for slum clearance projects. Under the Scheme, 25 per cent. of the approved cost of a project is given by the Government of India as outright subsidy (provided the State Governments concerned contribute an equal amount) and 50 per cent. as a long-term interest-bearing loan. The important feature of the Scheme is that it aims at providing developed plots of land and some building materials to slum dwellers to enable them to build huts of prescribed pattern on self-help basis under the technical guidance of the State Governments. In the Second Five Year Plan, as already stated, a sum of Rs. 20.00 crores has been earmarked for slum clearance scheme and a target for the provision of 1,10,000 developed plots/tenements has been set. Of the Rs. 20 crores, a sum of Rs. 15 crores is to be given by the Central Government in the shape of loan and subsidy while the remaining sum of Rs. 5 crores is to be found by the State Governments from their own resources.

Much progress could not be made in the early stages in the implementation of the scheme owing to the high cost of acquisition of slums and disinclination of the slum dwellers to move to distant places. These initial difficulties were gradually overcome. To encourage the expeditious implementation of the Scheme, the Government of India have increased the ceiling of cost resulting in greater financial assistance to State Governments.

The Government of India have received as many as 89 slum clearance projects, costing over Rs. 15.00 crores, from various States. Thirty-six of these projects were sanctioned upto 10th December 1957. The State-wise distribution of these projects together with the approved cost of the sanctioned projects and the amount disbursed therefor is given below:—

TABLE NO. XCIII

STATE-WISE DISTRIBUTION OF SLUM CLEARANCE SCHEMES SANCTIONED AND APPROVED BY THE GOVERNMENT OF INDIA UPTO 10TH DECEMBER 1957

State					No. of projects sanctioned	Approved total cost of the projects sanctioned	Amount disbursed
(i)					(ii)	(iii)	(i)
						Rs.	Rs.
1. Andhra Pradesh	..	..	..	..	2	13,48,100	77,000
2. Assam	..	..	..	..	1	8,97,600	..
3. Bombay	..	..	..	..	3	43,03,100	..
4. Kerala	..	..	..	..	8	13,33,200	1,11,300
5. Madras	..	..	..	..	10	28,09,480	7,50,245
6. Mysore	..	..	..	..	3	4,21,900	..
7. Rajasthan	..	..	..	..	2	5,28,000	..
8. Uttar Pradesh	..	..	..	..	2	71,04,000	..
9. West Bengal	..	..	..	..	5	1,06,00,000	..
Total					36		9,38,545

NOTE—Two projects from Bihar and one from Orissa were under technical scrutiny of the Government of India.

In order to further expedite the work of slum clearance the Government of India appointed sometime back a committee known as Slum Clearance Advisory Committee. In its report the Committee has recommended, *inter alia*; (i) the creation of a Central Ministry for Urban Community Development; and (ii) levy of a terminal tax on goods and passengers carried over 100 miles by rail and to cities with a population of one lakh or more. The Government of India have broadly accepted the recommendations of the Committee.

2. Housing Schemes of the State Governments

Andhra—The Subsidised Industrial Housing Scheme is being implemented either by the State Government or through the Statutory Housing Board. During the year ended October 1957, 100 tenements were constructed by the State Government at Vijayawada. The Government also sanctioned in October 1957 a sum of Rs. 13.5 lakhs under the Scheme for construction of 500 quarters—200 at Vijayawada, 100 each at Rajahmundry and Adoni, 50 each at Gudur and Nandyal.

Assam—The number of houses built upto 31st December 1956 according to standards approved by the Government of India was 39,308. The plan for the calendar year 1957 envisaged construction of 11,917 houses; of these, only about 1,000 had been actually constructed up to the end of September 1957. The main difficulty coming in the way of further progress was stated to be shortage of building materials. Under the Subsidised Industrial Housing Scheme of the Government of India, sanction was accorded for building 172 houses (100 at Maligaon and Gauhati, 36 each at Kharguli, Gauhati and Tinsukia) at an approximate cost of Rs. 5.74 lakhs. Though all these 172 houses were expected to be completed by the end of March 1958 only 28 of them were ready at the end of 1957. The main reason for this delay was stated to be shortage of steel. The State Government also sanctioned a sum of Rs. 3.07 lakhs for construction of 177 tenements under the same scheme.

In pursuance of its slum clearance programme, the Government of India sanctioned a sum of Rs. 8.98 lakhs for construction of 272 tenements at Kharguli. The work in this connection was in progress at the end of 1957.

Bihar—Under the Subsidised Industrial Housing Scheme, 6,000 tenements are proposed to be constructed in the different industrial areas of the State during the Second Plan period. The Government of India sanctioned the constructions of 200 tenements at Katihar where the construction work was taken up. During the period October 1956—December 1957, construction of 1,140 tenements at Jamshedpur was also sanctioned. Two other housing schemes.—One at Kamardhubi and the other at Mugma—remained under consideration during the year. Tata Iron and Steel Co. Ltd., and one other private undertaking were sanctioned subsidies for construction of 500 and 220 tenements respectively for their employees.

Under the Bihar Industrial Housing Scheme, 3,000 two-roomed houses were to be constructed at various places in the State, during First Plan period, at a total cost of Rs. 225 lakhs. Of these 2,000 completed at the end of the First Plan period. Of the remaining thousand, 600 had been completed by the end of the period under

Bombay—During the year 1956-57 the Bombay Housing Board constructed 2,727 tenements under the Subsidised Industrial Housing Scheme of the Government of India. Construction of another 4,733 tenements under the Scheme was in progress. The total expenditure incurred on the tenements completed and those in progress during 1956-57 amounted to Rs. 153.34 lakhs.

During the year 1956-57, 614 tenements constructed by the former Government of Saurashtra were handed over to the Saurashtra Housing Board. Of these, 332 tenements were allotted to workers. Under the Subsidised Industrial Housing Scheme, 100 tenements were also built at Hinganghat and 10 at Nagpur.

During 1956-57, five new Co-operative Housing societies were organised under the Subsidised Industrial Housing Scheme bringing the total number of such societies to 37 with membership of 1,553. The total amount of loan and subsidy sanctioned to these societies up to the end of September 1957 was of the order of about Rs. 21.4 lakhs. Of this amount, Rs. 15.5 lakhs had actually been disbursed by September 1957. The total amount of loan and Subsidy sanctioned to 7 of these societies in 1956-57 was Rs. 5.8 lakhs. These co-operative societies constructed 302 tenements while another 31 were under construction.

Madras—The State Government completed construction of 936 houses at Sembiam and Erukkanchery under the Subsidised Industrial Housing Scheme. The State Government also decided to utilise the entire provision of Rs. 65.10 lakhs under the Subsidised Industrial Housing Scheme for constructing houses during the Second Plan period. For this purpose a priority list of lands offered by employers on which construction work was to be started was drawn up and approved by the State Government.

Madhya Pradesh—The former Madhya Bharat Government had built 3,444 tenements up to October 1956 under the Subsidised Industrial Housing Scheme of the Government of India. During the period October 1956—September 1957 the Government of Madhya Pradesh constructed 350 single-room tenements—250 at Bhopal and 100 at Sehore—under the same Scheme. These tenements were, however, requisitioned by the State Government to house Government employees as this was necessitated by the reorganisation of the State. Under the same Scheme, the Housing department of the State Government undertook construction of 250 additional tenements at Gwalior.

Under the Subsidised Industrial Housing Scheme of the Government of India, two private employers at Rajnandgaon and Burhanpur also undertook to construct 200 and 100 single-roomed tenements respectively for their workers.

Mysore—The State Housing Board constructed 876 tenements out of 1,120 for which sanction had been obtained. The State Government have sought sanction of the Central Government for construction of another 392 tenements at an estimated cost of about Rs. 12.4 lakhs. Besides this, some Central undertakings have also built houses for their employees. For example, the Indian Telephone Industries had

built up to 31st March 1958 a total of 595 tenements. In the Hindustan Aircraft, Ltd., 787 family quarters and 100 bachelors' quarters have been constructed.

Orissa—Under the Subsidised Industrial Housing Scheme, the State Government constructed 252 tenements—100 at Rajabagicha, 132 at Cuttack and 20 at Baripada, Mayurbhanj.

Punjab—Under the Subsidised Industrial Housing Scheme, 374 houses were constructed at Amritsar, Ludhiana and Patiala during the First Plan period. During the year 1956-57, construction of 412 houses at Ambala, Rajpura and Chandigarh was in progress.

Rajasthan—Under the Subsidised Industrial Housing Scheme, sanction for the construction of 1,700 tenements—600 each at Jaipur and Palli and 500 at Bhilwara was accorded. Of 1,700 sanctioned, 1,360 were to be of single room and the remaining two-room tenements. The construction of only 796 tenements (8 double-roomed at Jaipur, 288 single-roomed at Pali and 500 at Bhilwara) had been completed by September 1957. All the 500 tenements at Bhilwara were completed during the year. The construction of the remaining houses was in progress at the end of September 1957. Under the same Scheme, the managements of the Jaipur Udyog Ltd., Sawai Madhopur and the Central India Machinery Manufacturing Co. Ltd., Bharatpur were scheduled to construct 184 and 200 tenements respectively at a total cost of Rs. 8.3 lakhs.

Uttar Pradesh—Under the Subsidised Industrial Housing Scheme of the Government of India, a sum of Rs. 525.27 lakhs was allocated to the State for the Second Plan period as against Rs. 585.50 lakhs in the First Plan period. According to the First Plan it was intended to build 20,649 houses. Of these, 19,644 had been completed by the end of 1957. The number of houses constructed between October 1956 and December 1957 was 2,809. By the end of December 1957, 2,776 and 3,750 quarters were completed under Phases I and II respectively of the Subsidised Industrial Housing Scheme. Under Phase III of the Scheme, 7,256 quarters out of 7,400 planned were constructed and most of them were allotted to workers.

The progress of construction of quarters under Phase IV of the Scheme as on December 1957 was as follows:

Place						Number of quarters		
						To be completed	Completed	Under construction
Kanpur	..	..	..	..	..	5,246	4,632	612
Lucknow	..	..	..	..	..	486	486	..
Rampur	..	..	..	..	..	384	216	120
Naini	..	..	..	..	..	216	..	180
Hathras	..	..	..	..	..	216	216	..
Bareilly	..	..	..	..	..	108	84	..
Gorakhpur	..	..	..	..	..	108	103	..
Total					..	6,764	5,742	912

The rent charged for the houses constructed under the Scheme was Rs. 10.00 p.m. for single-room tenements and Rs. 18.00 to Rs. 19.00 p.m. for double room ones. These rents are exclusive of electricity charges.

West Bengal—Up to the beginning of October 1956 only 432 tenements had been constructed under the Subsidised Industrial Housing Scheme. Of these, 128 were built by the State Government, 104 by the Calcutta Improvement Trust and the remaining 200 by a private employer. During the 15 months ended December 1957, another 1,608 tenements were built—652 by the State Government, 556 by the Calcutta Improvement Trust and 400 by private employers. Thus at the end of December 1957 there were in all 2,040 houses—780 by the State Government, 660 by the Calcutta Improvement Trust and 600 by private employers. However, only the tenements built by the last two mentioned agencies had been given to workers. The tenements built by the State Government were not ready for occupation at the end of December 1957, for want of electricity and water. In addition to these 2,040 houses, another 1,486 houses, 1,328 by the State Government and 158 by private employers, were under construction at the end of 1957.

Andaman and Nicobar Islands—Labourers recruited from the main-land are provided rent free accommodation. The housing programme of the administration envisages the construction of eight double storeyed barracks, 2 for bachelors and six for families, at an estimated cost of about Rs. 6 lakhs.

Delhi—The Delhi Administration had, prior to October 1956, built 1,380 quarters and arrangements were being made during 1956-57 to obtain electric supply. These quarters were expected to be ready for allotment in May 1958. During the 12 months ended October 1957, only 58 quarters were built under the Subsidised Industrial Housing Scheme and that too, by two Housing Co-operatives. The Administration intended to construct, in 1958-59, another 954 quarters—400 at Okhla, 200 at Shahadara and 354 at the industrial Housing Colony.

Tripura—A sum of Rs. 1.9 lakhs was allotted by the Government of India for the construction of houses for plantation workers during the Second Plan period. During the year 1957-58, a sum of Rs. 50,000 was allotted under the Scheme for granting loans to tea planters in the State. This sum, however, could not be utilised, as the planters expressed their inability to undertake construction work owing to financial difficulties.

3. Housing of Labour in Major Industries

(i) FACTORY INDUSTRIES

(a) *Textiles*—In the Cotton Textile Industry in Bombay and Ahmedabad, only a small proportion of the workers are provided with houses and these generally consist of single-room tenements. The member mills of the Bombay Millowners' Association have provided 166 chawls consisting of 4,845 one or two-roomed tenements. About 7.5 per cent. (i.e., 16,000) of the total number of workers reside in these tenements. The monthly rent of these tenements is Rs. 3 to 5 per single-room tenement and Rs. 5 to 6 for double-room tenement.

In Delhi and Calcutta, however, about 40 per cent. of the workers are provided with accommodation. In some of the remaining centres of industry, such as, Gwalior, Nagpur, Kanpur, Madras, Madura and Bangalore, the employers have provided housing colonies comprising self-contained units for some of their workers. The proportion of workers housed in these colonies to the total, however, is small.

The Jute Mills in and around Calcutta have provided houses to nearly half of their employees; but the accommodation generally consists of back-to-back barracks and the floor space available to a worker and his family is often less than 100 sq. ft. Recently the West Bengal Government conducted an enquiry* into the labour conditions of workers in jute mill industry in that State. The following figures taken from this report speak for themselves:

	1955		1956		No. of tenements provided with electricity and water
	Total No. of tenements	No. of tenements having separate kitchen	Total No. of tenements	No. of tenements having separate kitchen	
(i) with one living room ..	48,093	10,366	48,137	10,386	4,209
(ii) with two living room ..	561	474	536	474	267
(iii) with three living room ..	87	12	12	12	12
(iv) with four living rooms and above.	127	127	127	127	127
Total ..	48,868	10,979	48,812	10,999	4,675

*Government of West Bengal; Department of Labour: *Report on Employment, Earnings and Welfare of Labour in Jute Textile Industry in West Bengal.*

Of the total number of tenements available in 1956, 48,685 (i.e. excluding 127 four-roomed houses) were allotted to 86,326 workers. The monthly rent charged per tenement varied from annas four to rupees two in 64 out of the 69 mills surveyed. In the remaining five mills the monthly rent varied from Rs. 2 to Rs. 7. The employers' average cost for housing was of the order of Rs. 3.15 per worker during 1956 as against Rs. 3.54 in 1955. Some of the larger units in the Woollen textile industry, such as, those at Kanpur and Dhariwal, have built workers' colonies. The units in the Silk industry generally do not provide housing accommodation to their workers on any large scale. Of the 25 units in respect of which information was collected by the Bureau during 1956, only nine had provided housing accommodation to some of their workers. The percentage of workers provided with housing accommodation in the different units varied from 4 to 25.

(b) *Engineering*—Generally the larger units in the engineering industry, e.g., the Tata Iron and Steel Co., the Burnpur and Kulti Works of the Indian Iron and Steel Co., the Mysore Iron and Steel Co., and the Chittaranjan Locomotive Works have their own housing

colonies with different types of quarters for different categories of employees. The Tata Iron and Steel Co., has built more than 13,600 houses for their employees. During the 15 months ended 31st December 1957, the Company constructed another 200 quarters and 128 units of three-storeyed flats, twin cottages and flats. The Company has also been encouraging employees to construct their own houses by allotting them land at a nominal rent on short as well as long term basis and advancing loans for building purposes to the extent of 75 per cent. of the cost subject to a maximum of 18 months' pay. Under this system, about 8,600 houses had been built by the employees themselves up to the end of September 1956. The Company also gives assistance to the Co-operative Housing Society formed by its employees. Some of the dockyards also provide accommodation to their Workers, but the percentage of workers housed in thirteen of the units varied from 2 to 50 during 1955.

(c) *Other Factory Industries*—The Cement factories in India provide houses to their employees on a much larger scale than other factory industries and the type of houses provided are also superior. The Assam Oil Company provided quarters to 57 per cent. of its workers employed at Digboi and 39 per cent. of workers at Tinsukia. In some of the industries, such as, paper, match, tanneries, printing presses and chemicals, only the larger units provide housing and that too to a small proportion of their labour force.

The Labour Bureau has been conducting from time to time *ad hoc* enquiries into the working conditions of labour in various industries. The following table compiled from the data so collected shows the extent of housing accommodation provided in some of the industries.

TABLE NO. XCIV

EXTENT OF HOUSING ACCOMMODATION PROVIDED FOR WORKERS IN CERTAIN INDUSTRIES

Industry	Year of enquiry	No. of units		Percentage of workers housed to total employment in units in col. 4
		Covered by the enquiry	Providing housing accommodation	
1	2	3	4	5
Sugar	1952-53	50	49	1 to 58
Tanneries and Leather Finishing	1953	40	12	13 to 85
Hydrogenated Oils	1954	23	14	2 to 75
Basic Metals (Ferrous group)	1951	35	15	1.6 to 60
Printing Presses	1954-55	59	10	19 to 50
Paper	1955	21	14	8 to 76.6
Match	1955	26	8	13 to 75
Carpet Weaving	1955	11	5	6 to 10
Cigarette	1955	14	2	5 to 35
Dockyards	1955	17	13	2 to 50
Glass	1955	56	36	1 to 80
Mineral Oil	1955-56	1	1	30 to 67 at different places
Public Motor Transport*	1956	..	..	3 to 55
Cotton Ginning and Baling	1957	111	52	1 to 38

*The Labour Bureau issued questionnaires to all the State Governments, except Tripura Andaman and Nicobar Islands. Housing accommodation was reported to be available, to some extent or other, in six States, viz., Andhra Pradesh, Assam, Bombay, Kerala, Madhya Pradesh and Mysore (Belgaum Division) and Delhi Territory.

Under the Sugar Factory Workers Housing Scheme, construction of 1,230 quarters was undertaken by 56 sugar factories in Uttar Pradesh up to 31st December 1957. Of these, 1,154 quarters had been completed in 50 sugar factories and the remaining 76 were under various stages of construction. A sum of Rs. 30.00 lakhs was paid to a number of sugar factories towards the cost of construction of houses during the year under review.

(ii) MINES

(a) *Coal Mines*—In coal mines, housing accommodation provided by mine owners is to conform to the standards prescribed by the Mines Boards of Health where such Boards exist. At present Mines Boards of Health exist for the Jharia, Raniganj and Hazaribagh coalfields. The Jharia and Hazaribagh Mines Boards of Health have prescribed a minimum floor area of 50 sq. ft. and a minimum air space of 500 c.ft. for each adult. The corresponding minimum fixed by the Asansol Board for Raniganj coalfield is 32 sq. ft. and 360 c.ft. respectively. The scale fixed for children is half that of adults.

The Coal Mines Labour Welfare Fund has prescribed improved types of quarters for the workers and the Mines Boards of Health have recommended their adoption. The Coal Mines Labour Welfare Fund has also suggested to the Mines Boards of Health that the occupation of a house by more than one miner should not be allowed if he lives with his wife and children and that only such number of workers should be permitted to occupy a house as would ensure a floor space of 40 sq. ft. and air space of 385 c.ft. for each adult and half that much for each child; kitchen, bath room, store-room and verandah being excluded from calculation of *per capita* accommodation.

The Coal Mines Labour Welfare Fund has constructed a number of houses for coal-miners. Some details regarding the number of houses built, etc., by the Fund have been given in the previous issue of the Year Book.* Under the old subsidy scheme, the number of houses constructed by the Housing Board of the Fund up to 31st December 1957 was 1,623. A total sum of Rs. 10.87 lakhs had been given as subsidy for construction of 1,599 houses till the end of 1957.

Under the subsidy-cum-loan scheme, introduced in 1954, construction of 3,077 houses was sanctioned by the Housing Board. Of these, 1,288 houses were completed and 747 houses remained under construction by the end of 1957.

A new scheme for construction of 30,000 houses during the Second Five Year Plan period by the Coal Mines Labour Welfare Fund out of its accumulated balances was sanctioned by the Government. The Fund, in addition to undertaking direct construction of houses, gives financial assistance to colliery owners for construction of houses for miners.

Under the new housing scheme, the Fund proposes to construct two-roomed houses at various coalfields. A scheme in this connection was also circulated among the colliery owners and as a result thereof applications were received for construction of 30,032 houses. The

*Vide p 206.

Housing Board approved the construction of 8,294 houses at various collieries. It has also decided to construct another 10,000 houses before the end of 1958-59.

(b) *Mica Mines*—Under the new housing scheme* for workers in the mica mines closely following the Subsidised Industrial Housing Scheme of the Government of India, a subsidy equal to 25 per cent. subject to a ceiling of Rs. 560 and a loan equal to 37½ per cent. of the cost of construction subject to a maximum of Rs. 840 can be granted for one-room houses. For two-room houses, the proportion of loan and subsidy are the same but the ceiling for the subsidy is Rs. 735 and for the loan Rs. 1,102-8-0.

(c) *Gold Mines*—In the Kolar Gold Mines there were in all 13,082 houses in September 1957, of which only 4,488 were *pucca* i.e., pre-fabricated and masonry type. The remaining 8,594 houses were *kutchha*. About 76 per cent. of the workers have been provided with housing accommodation and the monthly rent varied from Rs. 0.50 nP. to Rs. 1.75 nP. depending on the size, etc., of the house.

(d) *Iron Ore and Manganese Mines*—The Labour Bureau recently conducted enquiries into the working conditions of workers employed in certain Iron Ore and Manganese mines. The information pertaining to housing is briefly summarised below:

Iron Ore Mines—Out of 36 Iron Ore Mines surveyed, 33 had provided housing accommodation to their employees. The percentage of workers housed in different mines varied from nine to hundred. The houses provided were rent-free and generally *kutchha*.

Manganese Mines—Of the 76 mines covered by the Bureau's enquiry, 53 had provided housing accommodation to their workers. The percentage of workers housed in different mines varied from 4 to 100. The types of houses provided were generally thatched, *kutchha* or semi-*pucca*. One common feature in all the mines was that the houses had been provided rent-free.

(iii) PLANTATIONS

Under the Plantations Labour Housing Scheme formulated in April 1956, loans at a reasonable rate of interest are to be given to planters, through the State Governments, for construction of houses for labourers. The maximum assistance in the form of loan is restricted to 80 per cent. of the actual cost of construction, subject to a ceiling of Rs. 2,000 per house in the case of plantations in North India and Rs. 1,600 per house in the plantations in South India.

*For the previous scheme see *Indian Labour Year Book 1955* 56 vide p. 207.
L/B345Do/LB—16(a)

The Second Five Year Plan envisages construction of 11,000 tenements in plantations at a total cost of Rs. 2 crores. During the year 1956-57 the Kerala Government obtained from the Central Government a sum of Rs. 1.50 lakhs for disbursement among the planters in the State for constructing houses for their workers. Under the Plantations Labour Act, 1951 it is obligatory for employers to provide housing accommodation to the workers and their families residing in the plantations. The annual report on the working of the Plantations Labour Act during the year 1957 received from some of the States contains information regarding the housing facilities available in the plantations. The same is briefly mentioned in the following paragraphs:

In West Bengal, there were 283 gardens having a residential labour population of 1,06,725. The planters were required to build 8,538 houses during the year 1957. However, it is reported that only 4,976 new houses were constructed. Apart from this, 15,494 old houses were reconditioned according to approved standards. In Madras, the Plantations Labour Housing Scheme came into force with effect from April 1956 and it will operate till the end of the Second Plan period. During 1957-58 a sum of Rs. 84,000 was allotted as loans to planters. For small plantations who could not discharge their obligations due to inadequate finances, the Government of India agreed to grant loans at a reasonable rate of interest through the State Governments. The amount thus allotted for the Second Plan period is Rs. 3.34 lakhs. In Uttar Pradesh, 1,019 quarters have been provided to workers but these were not in accordance with the standards laid down. In Tripura, it has been reported that no satisfactory progress was made in respect of construction of houses according to prescribed standards and specifications.

(iv) RAILWAYS

During the year 1956-57, a total of 9,645 quarters of various types were constructed by the Railway Administration for various categories of staff. The number of quarters constructed during the previous year was 8,645. In addition, the Chittaranjan Locomotive Works constructed 16 blocks of single roomed barracks for bachelors.

(v) PORTS

Bombay—The Bombay Port Trust has provided houses for about 2,400* Class III and Class IV employees. The quarters are situated in several labour settlements, those at Antop village and Wadi Bunder being the largest. The Port Authorities sanctioned during 1956-57 a sum of Rs. 1.40 crores for construction of 928 self-contained two-roomed (excluding kitchen) tenements for non-scheduled staff. Of these, 368 tenements were completed and another 272 were under construction

*Revised figures.

during the period under review. The Trust authorities have also sanctioned construction of 290 flats for clerical staff and 120 flats for Railway gangmen at an estimated cost of Rs. 40.5 lakhs and Rs. 13.9 lakhs respectively. During the Second Plan period, 40 per cent. of the port employees are expected to be provided with housing accommodation and for this purpose a block allotment of Rs. 4 crores has been made.

Madras—The Madras Port Trust has provided residential accommodation only for a limited number of the essential staff. A sum of Rs. 36 lakhs was sanctioned during 1956-57 for providing housing accommodation to 500 low-paid employees of the Trust and the construction work in this connection was in progress. During the year, a welfare fund was constituted and the Madras Dock Labour Board decided to transfer to this fund a sum of Rs. 5 lakhs from out of its accumulated surplus to be specially earmarked for the housing scheme. The port authorities recently purchased at the suggestion of the Housing and Welfare Sub-Committee a site of about 21 acres in order to build more houses.

Cochin—In Cochin Port, some of the workers engaged on essential services have been provided with housing accommodation on the Island.

Kandla—In Kandla, a major portion of the port employees have been provided with residential accommodation at Kandla, Gopalpuri, and Gandhidham. The monthly rent charged is ten per cent. of basic pay and dearness allowance. As regards workers employed by contractors, it would appear that some facilities have been made available to them also. For these workers 500 hutments at the port and 200 pucca houses at Gandhidham have been provided.

(vi) SEAMEN

The problem of housing maritime labour is different from that of the industrial labour since seamen have to work for the most part on ships. Hostel facilities have been made available for seamen at Calcutta, Bombay and Madras ports where seamen on their discharge from ships or while waiting for employment are given accommodation on nominal charges.

(vii) MUNICIPALITIES

The major municipalities in India generally provide housing accommodation to their workers, but the extent and nature of facilities provided vary from one municipality to another. In some of the municipalities, the facility is restricted to workers engaged in essential services such as fire-brigade, water works and hospitals. Likewise, the practice in the matter of house rent also varies. Most of the municipalities are giving house rent allowance either to those workers who are not provided with housing accommodation or to some specified classes of workers. According to an enquiry conducted by the Bureau

in 1954, the house rent allowance paid varied from annas eight per month in the case of the Lucknow Municipality to Rs. 7 per month in the case of New Delhi Municipality. Generally, housing accommodation consists of one-room, kitchen and a verandah, but a few municipalities provide two-room tenements also.

(viii) *Posts and Telegraphs*

The number of houses built for posts and telegraphs employees was 596 units in 1956-57. During the following financial year i.e., year ended March 1958, the number of units constructed was 107. Besides, the Government of India have sanctioned a grant of Rs. 10 lakhs as loan to the Telepost Co-operative House Construction Society, Madras and Postal Co-operative Housing Society, Bombay, for building 150 houses at Madras and 20 at Bombay for Posts and Telegraphs staff who are members of the Society. Out of the sanctioned loan of Rs. 10 lakhs, Rs. 1.89 lakhs were given in 1955-56 and Rs. 1.47 lakhs in 1956-57. The remaining amount will be given after reviewing the progress of the construction work.

4. Housing Schemes of Workers' Organisations

As stated earlier in this chapter, loans can be given to workers' co-operative societies under the Subsidised Industrial Housing Scheme of the Government of India. The Textile Labour Association, Ahmedabad had sponsored 21 Housing Co-operative Societies by the end of March 1957. In addition to this, the Association had also sponsored 76 such societies under the Post-war Reconstruction Scheme Number 219 of the Government of Bombay.*

5. Housing of Agricultural Labour

Some State Governments have taken steps to provide housing facilities to agricultural labourers. The *Andhra* Government have created a special fund for providing free house sites to Harijans who are mostly agricultural workers. In *Assam*, the Rural Housing Scheme 1956-57. In *Bombay*, the Government Milk Colony, Aarey, provided about 54 huts to their agricultural workers. The *Bihar* Government have a scheme for the construction of houses for landless Harijans at a maximum estimated cost of Rs. 798 for a mud-built, thatched-roof house, each with two rooms and verandah on two sides and also a court yard. Under the Scheme, the State Government would meet 50 per cent. of the cost of construction and the beneficiary, the remaining 50 per cent. In *Uttar Pradesh*, landless labourers are given the first preference in the allotment of 'Abadi' sites for the construction of houses. In the erstwhile State of *Travancore-Cochin*, a Housing Board was set up which drew up plans for construction of houses in rural areas for agricultural workers. The cost of construction is to be recovered in easy instalments extending over 25 years.

*For details of Co-operative Societies of the Industrial workers in *Bombay State*, refer to the Housing Schemes of the State Government at p. 215.

With a modest provision of Rs. 10 crores, the Government of India have formulated a Village Housing Projects Scheme for being implemented during the Second Plan period. The Scheme is based on the principle of 'aided-self help' i.e., every village household will be required to contribute at least 50 per cent. of the cost subject to a ceiling of Rs. 1,500 from its resources in the shape of building material and/or manual labour of members of the household. The remaining 50 per cent. will be provided by the Government of India as loan.

CHAPTER VII

HEALTH AND SAFETY

1. Health of Industrial Worker

The health problems of industrial workers are dichotomous in nature. It is so because the workers are very often exposed to occupational risks in their work places. In addition to the health hazards common to the community as a whole. While the latter are looked after by the services available to the community, there is, as yet, no well-established agency to deal with the former. It is in recognition of this need that the First Five Year Plan recommended '*inter alia*' the establishment of a National Museum of Industrial Safety, Health and Welfare, and the appointment of full-time Medical Inspectors on the staff of the State Factory Inspectorates. The construction of a building for the Central Labour Institute which is to contain, among other things, the National Museum of Industrial Safety, Health and Welfare, was taken in hand but the same had to be abandoned owing to some unforeseen circumstances. The Institute, when it starts functioning, will have six sections, viz., (i) a Museum of Industrial Safety, Health and Welfare (ii), an Industrial Hygiene Laboratory, (iii) a Training Centre, (iv) a Library-cum-Information Centre, (v) Industrial Psychology Section, and (vi) Occupational Psychology Section. During the Second Five Year Plan period, three Regional Centres of the Labour Institute—one each at Kanpur, Calcutta and Madras are proposed to be set up. Three regional Museums of Industrial Safety, Health and Welfare—one each at Kanpur, Calcutta and Coimbatore are also to be set up for Northern, Eastern and Southern regions respectively. These museums will be a part of a co-ordinated plan for imparting education in safety, health and welfare and will meet the specialised needs of these areas. The building sites for the Museums at Calcutta and Kanpur have already been made available by the State Governments. The site for the Museum at Coimbatore is expected to be made available soon. It is proposed to start the construction of the buildings for the Museums during 1958-59.

Appointment of Medical Inspectors—As already stated in the earlier editions of the Year Book,* Medical Inspectors have been appointed in the States of Bombay and Bihar. In Bombay, a Council for Industrial Health, Hygiene and Safety was constituted some time back for the promotion of safety mindedness amongst the employers so as to reduce the number of accidents in factories, etc. In Uttar Pradesh, a separate Industrial Health section has been set up in the State Government's Public Health Department. During 1957, a post of medical inspector was created in Assam, but the same had not been filled up.

Data regarding the health of industrial workers in India are scanty mainly due to inadequate machinery for collecting such information. However, some details about the health conditions of

*Vide p. 211, *Indian Labour Year Book*, 1955-56 and p. 236 *Indian Labour Year Book*, 1954-55.

factory workers, miners and plantation workers were given in the previous issues of the Year Book. Similar information for the period under review is given in the following paragraphs:—

FACTORIES

Absenteeism due to sickness—Information regarding absenteeism of industrial workers due to sickness alone is not available on an All-India basis. The limited data available in this respect relates to absenteeism due to sickness or accident in certain areas/industries and for the reports of certain agencies like the Indian Jute Mills Association, the Employees' State Insurance Corporation, etc., and the same are given below*:—

TABLE NO. XCV

PERCENTAGE OF AVERAGE MONTHLY ABSENTEEISM DUE TO SICKNESS OR ACCIDENT DURING 1956 AND 1957

Industry	†Percentage of absenteeism in the calendar year	
	1956	1957
Cotton Textiles (Madras State)	3.9	3.5
Iron and Steel	1.9	2.4
Ordance Factories	3.9	3.8
Cement Factories	3.7	4.1
Match Factories	4.2	4.6
Tramway Workshops	2.3	2.6
Telegraph Workshops	1.8	1.9

*For limitations of data, see section on Absenteeism vide p. 43 in this issue.

†The difference in the figures published in the previous issue of the *Indian Labour Year Book* at p. 211 and the present edition is due to the fact that the previous figures relating to sickness-absenteeism showed their percentage to total absenteeism.

Workers in Jute Mills—Some data regarding absenteeism due to sickness in the member mills of the Indian Jute Mills' Association have been published in the Report of the Indian Jute Mills' Association, for the year ended 1957. The same are reproduced below:—

TABLE NO. XCVI
ABSENTEEISM DUE TO SICKNESS IN JUTE MILLS IN 1957

	January	February	March	April	May	June*	July	August	September	October	November	December	Average
Percentage of persons, absent due to sickness, to total number of persons employed.	13.61	14.32	13.74	13.30	14.91	31.50	16.52	14.13	11.95	12.13	12.36	11.91	15.03
Average period of absence per sick person (days).	5.55	5.20	5.26	5.70	5.19	5.61	5.76	5.25	4.97	4.64	5.08	5.33	5.31
Average period of per capita absenteeism of all workers employed (days).	0.76	0.74	0.72	0.76	0.77	1.77	0.95	0.74	0.59	0.56	0.70	0.63	0.81

*The high rate of absenteeism in June 1957 was due to outbreak of influenza epidemic in the city.

The Employees' State Insurance Corporation—The annual report of the Employees' State Insurance Corporation for the year 1956-57 gives some data regarding the number of days for which sickness benefit was paid, the number of sickness spells, etc., and the same are given in the table below:—

TABLE NO. XCVII

INCIDENCE OF SICKNESS, ETC., AMONGST WORKERS COVERED BY THE
EMPLOYEES' STATE INSURANCE SCHEME FOR 1956-57

State	No. of insured persons at the end of the year	No. of days for which sickness benefit was paid during the year (In lakhs)	No. of fresh sickness spells during the year	No. of fresh sickness spells per annum per employee	No. of benefit days per spell	Amount of benefit per spell of sickness (Rs.)
1	2	3	4	5	6	7
Andhra ..	35,041	5.5	19,223	0.91	6.1	10.0
Bombay (Greater Bombay)	5,26,875	5.4	3,21,560	0.68	7.9	17.8
Bombay (Vindharbha area).	32,774	6.7	14,898	0.65	10.3	15.7
Madhya Pradesh ..	71,823	7.1	39,044	0.78	10.0	16.6
Madras	1,43,219	7.0	53,972	0.81	8.7	12.7
Punjab	47,519	0.61	9,881	0.33	6.2	11.7
Uttar Pradesh ..	1,41,462	5.8	55,970	0.67	8.6	14.3
West Bengal ..	2,70,184	4.4	1,15,599	0.58	7.6	12.6
Delhi	58,327	2.81	33,330	0.83	8.4	17.7
Totals and Averages for all areas*	13,27,224	5.4	6,63,477	0.67	8.1	15.8

*Excluding information from Kerala and Rajasthan.

From the table it will be seen that the number of benefit days per spell of sickness ranged during the year 1956-57 between 6.1 in Andhra and 10.3 in Bombay, the average being 8.1 while the corresponding range for the previous year was between 7.3 in Punjab and 11.8 in U.P., the average being 9.4 days. Number of sickness spells per annum per employee varied between 0.33 in Punjab to 0.91 in Andhra, the average being 0.67 in 1956-57 as compared to 0.5 in 1955-56.

The amount of benefit paid, during the year, per spell of sickness ranged from Rs. 10.0 in Andhra to Rs. 17.8 in Greater Bombay, the all-India average being Rs. 15.8. The variations in the range of spells and payments are due partly to endemic variations in incidence of diseases and partly to different wage levels prevalent in various areas. The actual duration of sickness is likely to be more than indicated by these figures as no sickness benefit is payable under the scheme for an initial period of two days.

Other Agencies—The Annual Report of the Department of Industrial Health, Tata Services Private Ltd., for the year 1957 contains some data regarding morbidity statistics at the factory clinics in 3 textile mills and one oil mill. However, the data of three of these, i.e., Svadeshi Mill, Tata Mill and Tata Oil Mill, Sewri, are of limited value confined as they are only to first incidence, after which cases are referred to the hospitals of the Employees' State Insurance Corporation. The statistics for the Advance Mills, Ahmedabad, with an average factory population of 3,189 where the Employees' State Insurance Scheme was not in force during the period, gives the incidence of various diseases per 100 workers attending the factory clinic. Statistics in respect of certain diseases were as follows:—

Coryza—49.3 per cent., Gastro-intestinal diseases (other than dysentery)—20.7 per cent., Constipation—20.4 per cent., Dental diseases—18.1 per cent., Respiratory diseases (other than Pneumonia, Bronchitis and Asthma)—37.1 per cent., Diseases of bones, joints and muscles—10.7 per cent.

Placement Medical Examinations—As in the past, the Department of Industrial Health, Tata Services Private Ltd., continued to conduct placement medical examinations of workers. The available data show that, during 1957, 1,568 placement medical examinations were conducted in 4 factories—three textiles and one oil mill. The persons examined include 22 supervisors, 765 permanent and the remaining temporary employees. The number of misplaced persons was 274 out of 1,568. Of the 274, 179 could work after correction of defects, 25 required change of jobs and the remaining 70 were rejected as entirely misplaced. Of the total number examined, 1,294 or 82.5 per cent. were with or without noticeable defects but were found to be suitably placed.

Coal Mines—As a result of anti-malaria operations in the mining areas, the incidence of malaria continued to decrease in 1956 in all coalfields except those of Sambalpur and Talcher, as may be seen from the table No. XCVIII.

TABLE NO XCVIII

INCIDENCE OF MALARIA IN COAL-FIELDS, 1956

Name of the Coal fields	Approximate population protected (in thousands)	Malaria morbidity rate per thousand workers	
		1955	1956 (Jan.—Dec.)
1	2	3	4
1. Chanda	32	106.80	72.91
2. Hazaribagh	135	40.76	31.46
3. Jharia	313	32.32	31.10
4. Korea	37	113.65	104.07
5. Margherita	16	33.90	17.72
6. Panch Valley	92	34.43	28.54
7. Raniganj	286	34.44	30.3
8. Sambalpur	6	186.20	270.1
9. Talcher	13	32.60	49.83
10. Hyderabad	88	9.00	7.48

*Source—Report on the activities of the Coal Mines Labour Welfare Fund, 1955-56 p.30 and 1956-57, p. 30.

The high figures in Chanda, Korea and Sambalpur coalfields are due to the fact that malaria control operations were introduced much later in these coalfields than in others.

Plantation Workers—Some information regarding number of deaths by causes amongst workers in Assam Plantations is available for the year ended 30th September, 1957, and the same is given overleaf.

TABLE NO. XCIX
DEATHS AMONGST LABOURERS IN TEA ESTATES IN ASSAM DURING THE YEAR ENDED SEPTEMBER 1957

1	Working population				Non-working population				Total			
	Men 2	Women 3	Children 4	Total 5	Men 6	Women 7	Children 8	Total 9	Men 10	Women 11	Children 12	Total 13
Mean Annual Strength ..	1,70,741	1,45,985	25,631	3,42,357	2,21,000	26,372	3,41,769	5,89,141	3,91,741	1,72,357	3,67,400	9,31,498
<i>Deaths from—</i>												
1. Cholera ..	5	6	Nil	11	1	1	2	4	6	7	2	15
2. Small-pox ..	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
3. Diarrhoea ..	71	85	3	159	14	42	375	431	85	137	378	600
4. Dysentery ..	125	116	9	250	53	40	540	642	178	165	549	892
5. Malarial Fever ..	26	31	14	71	3	11	197	211	20	42	211	282
6. Beri Beri ..	Nil	2	Nil	2	Nil	2	8	10	Nil	4	8	12
7. Anaemia or Ancholelos miasis ..	45	193	6	244	24	71	112	207	69	264	118	451
8. Respiratory diseases ..	229	128	4	361	95	84	703	882	324	212	707	1,243
9. Influenza ..	5	3	4	14	5	9	46	60	10	14	50	74

From the table it may be observed that death-rate per 1,000 of working population decreased from 9.68 in the year ending September, 1956 to 8.67 in the next year. The death rates in respect of the total population in the tea estates was 14.69 in 12 months ending 30th September 1956 and 12.45 in the next twelve months. There was, however, no material change in regard to birth rates in the same period.

2. Occupational Diseases

The available information regarding the incidence of occupational diseases is very limited. The only sources of data as usual are: (i) returns and reports received in the Bureau on the working of the Workmen's Compensation Act, 1923 and the Factories Act, 1948, and (ii) reports of enquiries and investigations conducted by the State Governments, public institutions, etc. The information obtained from these sources is summarised below:

The Workmen's Compensation Act, 1923—The Act provides for the payment of compensation in case of twelve occupational diseases listed in Schedule III of the Act. The State Governments are, however, empowered to add to this list of diseases. Some State Governments have exercised this power and have notified Silicosis and Dermatitis also as occupational diseases under the Act*. The Bihar Government propose to include some diseases relating to Silicosis and the Refractory Industry to Schedule III of the Act. The proposal to enforce Silicosis Rules also remained under consideration of the State Government.

The returns received under the Act for the years 1956 and 1957† show that only in three States, namely, Kerala, Mysore and West Bengal some cases of occupational diseases were reported. As in the previous years, *Mysore* State reported the largest number of cases. In 1956, as many as 833 cases of Silicosis were reported by this State. Of these, 828 cases were non-fatal, resulting in permanent disablement. The remaining five cases were fatal. The total amount of compensation paid was Rs. 9,14,620 in the cases of permanent disablement and Rs. 13,500 in the fatal cases. During the year 1957, 206 cases of Silicosis were reported by *Mysore*. All these, except one were non-fatal resulting in permanent disablement. The amount of compensation paid was Rs. 2,15,978 in the non-fatal cases and Rs. 3,500 in the fatal case. In *Kerala*, 489 cases of temporary disablement were reported in 1956 and Rs. 3,853 was paid as compensation‡. In 1957, there were 507 cases of temporary disablement and a sum of Rs. 3,769 was paid as compensation. The nature of the occupational disease was not reported. In *West Bengal*, there were 5 cases of occupational diseases pending at the beginning of the year 1956. One new case was filed during 1956. Out of these cases one was dismissed and five remained pending at the close of the year. All these were cases of lead poisoning.

* For detailed information see *Indian Labour Year Book*, 1954-55, p. 245.

† The returns for 1957 are incomplete, as the same have not been received from all the States.

‡ Further details are not available.

Factories Act—Under the Factories Act, 1948, it is obligatory on factory managements to give information regarding certain scheduled occupational diseases contracted by the employees. The Act also requires medical practitioners attending on persons suffering from such diseases to report the same to the Chief Inspector of Factories concerned. The returns received under the Factories Act, 1948 for the year 1956 show that cases of occupational diseases were reported only by three States, viz., Bihar, Bombay and Madras. In Bihar, there were 12 suspected cases of lead poisoning in 1956 as against 30 in the previous year. As regards Bombay, a statement showing cases of occupational diseases notified from 1951 to 1955 is given below:

Occupational Diseases	1951	1952	1953	1954	1955
1	2	3	4	5	6
1. Lead poisoning	1	4	1	1	..
2. Chrome ulceration	91	66	28	51	14

In 1956, there was only one case of Chrome Ulceration in the re-organised State of Bombay.

A new set of rules for the manufacture of bangles and other articles from cinematographic films was added under Rule 102 of the Bombay Factories Rules. These rules are meant to prevent casualties due to inflammable nature of films and to avoid harmful effects on the workers' health due to some of the toxic solvents used in this industry. In Madras, two cases of occupational diseases were reported at the end of 1956 which were being investigated. Nature of diseases is not known.

Enquiries and Investigations—The number of organisations which are dealing with the problems of occupational diseases in the country is very small. Apart from the Medical Inspectors, etc., on the staff of the Factory Inspectorates in the States, there are agencies like the Indian Institute of Hygiene and Public Health at Calcutta and certain departments such as the organisation of the Chief Adviser, Factories in the Central Ministry of Labour and Employment which carry on certain amount of work in this direction. A brief summary of the important investigations conducted by the State Governments and other agencies in this regard is given in the following paragraphs.

Bihar—The State Government conducted, in consultation with the Chief Adviser, Factories, a survey on the incidence of Silicosis and Dermatitis. It may be recalled that the State Government had initiated an enquiry into the incidence of 'Baggassosis' among factory workers in the Baggasse-pulp factory at Dalmianagar, in collaboration with the Patel Chest Institute, Delhi*. During the period under

* Indian Labour Year Book, 1955-56 p. 217.

review, the enquiry was still in progress. An enquiry regarding Industrial Dermatitis among workers in the Coal Tar and By-products plants in Bihar was undertaken by the Factory Inspectorate of the Bihar Government and the results thereof were published by the State Government in the form of a pamphlet.

Uttar Pradesh—The round-the-year study of thermal environment in selected electric power houses in U.P. was completed. On the basis of this study interpretation of results were made on accepted standards of comfort for our country. Besides this, the following two surveys were conducted during the period under review: (i) Sickness absenteeism in a large textile mill in Kanpur, and (ii) a study of thermal environment in a few steel rolling mills of Kanpur. The first survey revealed, among other things, that: (a) there was no sickness absenteeism among 86.8 per cent. of the workers, (b) the attendance was maximum in October and minimum in June, (c) short illness upto 5 days contributed to 56.8 per cent. of all sickness absences, and (d) digestive disorders accounted for 23.7 per cent. of all absences and next in order came respiratory diseases causing 15.7 per cent. of all absences. The second study revealed that Corrected Effective Temperature ranged from 89° to 95°F. Radiant heat was also high.

Besides the statutory provisions made in the Factories Act as regards the measures to be adopted for prevention of accidents, the State Government asked the factory owners to constitute safety committees consisting of representatives of employees and employers to take effective steps to minimise the number of accidents. Steps were also being taken to form such technical tripartite committees in sugar factories, etc.

West Bengal—An investigation into the incidence of lead poisoning or lead absorption among workers of a number of paint factories was conducted during the period under review and the Report of the enquiry was under preparation.

CHIEF ADVISER. FACTORIES

(a) *Study of Thermal Environments in Industry*—The study of Thermal Environment in Industry and Determination of Comfort Ranges in Relation to Work-mentioned in the previous issue of the Year Book* was completed under the supervision of Dr. William F. Ashe, whose services were made available by the U.S. Technical Co-operation Mission. The aim of the study was to determine the magnitude of heat-load problem and upper limits of tolerance of workers in heat and humidity in the textile industry. A study conducted to ascertain the upper limits of thermal stress for man showed that the physiological responses of Indian workers exposed to high temperatures were in every respect similar to the responses of volunteers studied in other countries. A study of the salt balance of Indian workers was also carried out which indicated that there was no likelihood of salt exhaustion symptoms under conditions of temperature that obtained in the mills as the in-take of salt through the normal diet of the workers was sufficient. The study, however, pointed out

* *Vid.* p. 218.

the need for making up the sweat losses by periodic fluid consumption. A study of thermal environmental conditions was also carried out in nine representative mills in Ahmedabad. The investigation revealed that the thermal variations were the lowest in the weaving departments and the highest in the finishing departments. The frequency with which thermal environments in certain departments of the mills exceeded the safe upper limit were also determined. The findings indicated that some adjustments were necessary in almost all the departments of the mills.

(b) Reports on the following surveys undertaken by the Chief Adviser, Factories were brought out during the period:

(i) Accidental deaths from insecticidal fumigant mixture of Ethylene Dichloride and Carbon Tetrachloride, (ii) Silicosis in Metal Grinding (Scissors and Razor Grindings) in Meerut, (iii) Silicosis in Pottery and Ceramic industry, (iv) Silicosis amongst Hand Drillers in Mica mining in Bihar, (v) Vital capacity of the Lungs of workers in Ceramic and Pottery Industry, (vi) Cardiac Response to effort of workers in Ceramic and Pottery Industry, and (vii) Silicosis in Female workers in Ceramic and Pottery industry.

(c) A survey in occupational hazards in Viscose rayon manufacturing industry was carried out during the period and the report was under preparation.

(d) The following enquiries, etc., were intended to be carried out in future: (i) Occupational hazards in the manufacture of D.D.T., (ii) Health hazards amongst coal trimmers in Calcutta Docks, (iii) Pneumoconiosis in asbestos cement manufacture, (iv) Pneumoconiosis in coal mines, (v) Health hazards amongst dock workers engaged in loading of manganese ore, and (vi) Occupational hazards in chemical industries.

THE ALL INDIA INSTITUTE OF HYGIENE AND PUBLIC HEALTH

As in the past, the Industrial Health Research Unit of the All India Institute of Hygiene and Public Health conducted several investigations in the field of workers' health and safety. A brief resume of the more important of these investigations is given below:

(i) *Studies on Air Pollution*—The study revealed that the average monthly dust fall per square mile area of Calcutta was 53.63 tons and the amount of dust floating in the air was found to vary between 0.014–0.563 mg. per cubic meter of air. A study of the diurnal variations of air pollutants showed that though individually the concentrations are different for different substances their concentrations were uniformly high in the mornings and evenings and low during mid-days. The study on air pollution in Calcutta remained in progress.

(ii) *Study of Industrial Tension*—Attitude tests were conducted for both the supervisors and workers in an engineering undertaking near Calcutta. The analysis showed that education had an inverse relation with high morale of the workers, i.e., educated workers found it difficult to adapt to an industrial atmosphere. It was, therefore, found necessary to have a scientific induction system for the

workers in new industrial environments. Monthly pay packet was also found to be a factor influencing workers' morale. On the whole, no significant co-relation between the scores in the individual and factors comprising the attitude test scale was observed. But the co-relations between the morale scores and the scores in each of the said individual factors were found positive and significant.

(iii) *Fatigue in Industry*—A pilot study for assessing the problem of fatigue in industry was conducted in the past in the 'Capstan Production Line' of a leading engineering undertaking near Calcutta. The work on this project was extended to a second factory where six workers were studied in all the three shifts for three weeks at a stretch. The study revealed that there were no significant differences between production rates of individual workers in different shifts. A constant trend in increased hourly production, especially during the early post-lunch period, was observed.

(iv) *Health Survey of Sweepers and Scavengers*—A health survey of 2,700 sweepers and scavengers was also conducted. The analysis of the data collected revealed that there was an increased incidence of (i) skin infections, and (ii) parasitic infections of the bowels, particularly by hook-worm, among workers who handled night soil and street refuse. Subnormal values for blood haemoglobin were also obtained in a large proportion of workers in these categories. Chest X-ray of 2,500 of the workers revealed that incidence of tuberculosis was in the same proportion as in the general urban population in and around Calcutta.

(v) *Other Activities*—Besides these and other investigations, the Institute carried on some other activities in the field of workers' health. Important amongst these are: (i) work of the Industrial Health Clinic, and (ii) Mass Chest Radiography. An Industrial Health Clinic was started in July 1956. The clinic registered about 600 workers in nearly 100 small establishments. It is intended to popularise the activities of the clinic amongst these workers. The service provided was mainly a general out-door medical service together with a follow up of the sick or the defaulting workers at their homes or work-places. The Government of India has also located a mobile mass X-ray Radiographic unit in the Institute to help industries and other public health agencies in detection of chest diseases in the working class population. During the period under review, the Unit surveyed over 50,000 workers in about a dozen industries around Calcutta.

3. Industrial Injuries

Annual statistics of injuries based on the number of persons killed or disabled in industrial or work accidents in factories, mines, railways and docks are collected under the provisions of the Factories Act, Indian Mines Act, Indian Railways Act and Indian Dock Labourers' Act respectively. The information so collected is discussed here. For statistical purposes the number of injuries is taken to be the number of persons receiving injuries. Thus, the statistics of injuries given here do not show the actual number of accidents, except in the case of mines where the actual number of accidents is also presented in one Table. Information is also collected regarding cases of

industrial or occupational diseases but in view of the lack of proper arrangements for diagnosis it seems doubtful if the reporting of such cases is sufficiently satisfactory.

(i) FACTORIES

Under the Factories Act, 1948, statistics of injuries resulting from industrial accidents by reason of which persons affected are prevented from attending to work for a period of 48 hours or more immediately following the injury were being collected for the Part 'A' States, Delhi, Ajmer and Coorg upto 1955 and from 1956 these statistics are being collected for the erstwhile Part 'A' States and Delhi as after re-organisation. These statistics, in all their details, are published by the Bureau in the annual publication "Statistics of Factories" and only the main features will be discussed here.

The number and the frequency rates of fatal and non-fatal injuries in factories from 1952 are given in the following table. The figures for 1951 were incomplete in some respects and hence have been excluded from this Table. Further a line has been drawn between 1955 and 1956 in order to indicate that the figures for 1956 are not strictly comparable with those for earlier years because of the change in geographical coverage introduced by the re-organisation of States.

TABLE NO. C
INJURIES IN FACTORIES—(1952—1956)

Year	Fatal injuries		Non-fatal injuries		Total injuries	
	Number	Frequency rate (No. of injuries per 1,00,000 man-days worked)	Number	Frequency rate (No. of injuries per 1,00,000 man-days worked)	Number	Frequency rate (No. of injuries per 1,00,000 man-days worked)
1	2	3	4	5	6	7
1952	257	0.04	91,003	11.66	91,290	11.70
1953	256	0.04	93,431	13.56	93,687	13.60
1954	267	0.04	93,765	13.10	94,032	13.14
1955	274	0.03	1,16,010	14.98	1,16,284	15.01
1956	278	0.03	1,28,177	15.63	1,28,455	15.66

There is a clear difference in the injury-rates between factories using power (registered under Section 2m(i) of the Factories Act) and those not using power (registered under Section 2m(ii) of the Factories Act), as will be seen from the figures on next page.

Category of factories	Frequency rates during 1956		
	Fatal	Non-fatal	Total
Section 2m (i)	0.04	16.82	16.86
Section 2m (ii)	0.01	1.03	1.04

In factories specially notified by State Governments and registered under Section 85 there was just one fatal injury and one non-fatal injury which added to the injuries in Sections 2m(i) and 2m(ii) factories will make up the total. Therefore, for the two main categories of factories (Sections 2m(i) and 2m(ii)), injury-rates for 1956 by both States and major groups of industries are separately presented in Table Nos. CI(A) and CI(B). Even within each category of factories there was considerable variation in rates from State to State and from industry-group to industry-group. Among States for Section 2m(i) factories the frequency rate for total injuries was appreciably higher than the average for all States together in Delhi (27.36), Madhya Pradesh (21.03), and Bombay (19.94) and markedly lower in Assam (7.09), Andhra (12.40) and Punjab (12.88). Similarly, among industry groups the rate was appreciably higher than the overall average in Transport Equipment (49.37), Products of Petroleum and Coal (32.71), Machinery except Electrical Machinery (22.84), Basic Metal Industries (21.98) and Electricity, Gas and Steam (18.94) and appreciably lower in Personal Services (0.55), Processes Allied to Agriculture (1.26), Water and Sanitary Services (2.13), Leather and Leather Products (3.27), Beverages (3.44), Printing, Publishing and Allied Industries (3.76), Furniture and Fixtures (4.39), Recreation Services (4.61), Food except Beverages (5.51) and Wood and Cork except Furniture (6.34).

Taking the second category of factories, viz. those registered under Section 2m(ii) of the Factories Act, the frequency rate was appreciably higher than the overall average in Punjab (1.99), Madras (1.62), Bombay (1.44) and Delhi (1.18) among States and in the Miscellaneous Group of Industries (8.40), Products of Petroleum and Coal (7.88), Wood and Cork except Furniture (4.52) and Transport Equipment (2.53) among industries.

The frequency rates discussed earlier do not take into account the duration of disability. The duration of disability is taken into account in severity rates which can be calculated as man-days lost due to injuries per 1,00,000 man-days worked. With the available data, severity rates can be calculated for only one particular type of injuries, viz., "injuries in which workers returned to work". These severity rates for both States and industry-groups are presented in Table CI(C) and CI(D) for power and non-power factories respectively. Among factories using power, the severity rate was high in Bombay (216.52), Delhi (204.29), Bihar (197.99) and Uttar Pradesh (181.92). This rate was comparatively low in Madhya Pradesh (54.75), Assam (95.76), Andhra (111.07) and West Bengal (119.67). Among industry-groups

which recorded a comparatively high severity rates were Metal Products except Machinery and Transport Equipment (214.22), Paper and Paper Products (217.86), Basic Metal Industries (226.75) Products of Petroleum and Coal (355.33) and Transport Equipment (468.87). The rate was comparatively low in the industries Personal Services (7.56), Processes Allied to Agriculture (11.27), Water and Sanitary Services (31.95), Printing, Publishing and Allied Industries (43.79), Leather and Leather Products except Footwear (49.07), Recreation Services (53.11) and Furniture and Fixtures (53.22). Large differentials in severity rates among States and industry-groups were noticeable among factories not using power also.

A proper understanding of the differentials, both in frequency rates and severity rates, by States and industry-groups can be formed only after thorough investigations and no conclusions should be formed merely from the differentials.

A classification of the injuries in all the States covered during 1956 by broad causes is presented in Table No. CII.

TABLE NO. CI(A)

INJURY RATES IN FACTORIES BY STATES AND INDUSTRIES DURING 1956 FOR FACTORIES USING POWER [SECTION 2m(i) FACTORIES]

State/Industry	Fatal and non-fatal injuries					
	Frequency rate per 1,00,000 man-days worked					
	Fatal injuries		Non-fatal injuries		Total injuries	
	Number	Frequency rate	Number	Frequency rate	Number	Frequency rate
1	2	3	4	5	6	7
Andhra	23	0.07	4,023	12.33	4,046	12.40
Assam	7	0.04	1,193	7.05	1,200	7.09
Bihar	21	0.05	6,564	15.50	6,585	15.55
Bombay	72	0.03	52,037	19.91	52,109	19.94
Madhya Pradesh ..	16	0.07	5,074	20.96	5,090	21.03
Madras	12	0.02	10,612	14.79	10,624	14.81
Orissa	4	0.07	797	13.90	801	13.97
Punjab	13	0.05	3,418	12.83	3,431	12.88
Uttar Pradesh ..	37	0.05	11,325	15.35	11,362	15.40
West Bengal ..	65	0.03	28,699	15.18	28,764	15.21
Dolhi	2	0.01	3,860	27.35	3,862	27.36
All States ..	272	0.04	1,27,602	16.82	1,27,874	16.86
INDUSTRY						
01. Processes Allied to Agriculture (Gins and Presses)	12	0.09	148	1.17	160	1.26
20. Food (except Beverages) ..	65	0.07	4,841	5.44	4,906	5.51
21. Beverages	2	0.13	53	3.31	55	3.44
22. Tobacco	1	0.02	884	14.36	885	14.38
23. Textiles	54	0.02	50,003	14.98	50,147	15.00
24. Foot-wear, Other Wearing Apparel and Made-up Textile Goods ..	..	..	195	6.59	195	6.59

TABLE NO. CI(B)

INJURY RATES IN FACTORIES BY STATES AND INDUSTRIES DURING 1956 FOR
 FACTORIES NOT USING POWER [SECTION 2m(ii) FACTORIES]

States/Industry	Fatal and non-fatal injuries					
	Frequency rate per 1,00,000 man-days worked					
	Fatal injuries		Non-fatal injuries		Total injuries	
	Number	Frequency rate	Number	Frequency rate	Number	Frequency rate
1	2	3	4	5	6	7
Andhra	1	0.01	74	0.73	75	0.74
Assam .. ..	..	..	..	..	..	..
Bihar .. ..	..	..	..	..	..	..
Bombay .. ..	..	..	255	1.44	255	1.44
Madhya Pradesh ..	..	..	4	0.11	4	0.11
Madras	2	0.03	172	1.59	175	1.62
Orissa .. ..	..	..	..	..	..	..
Punjab .. ..	..	..	23	1.99	23	1.99
Uttar Pradesh ..	..	..	26	0.82	26	0.82
West Bengal ..	..	..	16	1.01	16	1.01
Delhi	1	0.24	4	0.94	5	1.18
All States ..	5	0.01	574	1.03	579	1.04
INDUSTRY						
20. Food (except Beverages) ..	..	..	1	0.11	1	0.11
22. Tobacco ..	1	..	58	0.21	59	0.21

TABLE NO. CI(B)—*contd.*

1	2	3	4	5	6	7
25. Wood and Cork except Furniture	..	..	4	4.52	4	4.52
29. Leather and Leather Products (except Footwear)	2	0.12	10	0.62	12	0.74
31. Chemicals and Chemical Pro- ducts.	1	0.02	19	0.45	20	0.47
32. Products of Petroleum and Coal.	..	..	10	7.88	10	7.88
35. Metal Products (except Machinery and Transport Equipment).	..	..	4	0.64	4	0.64
36. Machinery (ex- cept Electrical Machinery).	..	..	3	0.93	3	0.93
38. Transport Equip- ment.	..	..	16	2.53	16	2.53
39. Miscellaneous Industries.	1	0.02	449	8.38	450	8.40
ALL INDUSTRIES ..	5	0.01	574	1.03	579	1.04

TABLE NO. CI(C)

FREQUENCY AND SEVERITY RATES FOR NON-FATAL INJURIES IN WHICH WORKERS RETURNED TO WORK DURING 1956 BY STATES AND INDUSTRIES IN FACTORIES USING POWER [SECTION 2m(i) FACTORIES]

State/Industry	Number of injuries	Frequency rate per 1,00,000 man-days worked	Duration of disability (days per injury)	Severity rate (man-days lost per 1,00,000 man-days worked)
1	2	3	4	5
Andhra	3,935	12.06	9.21	111.07
Assam	1,166	6.83	14.02	95.76
Bihar	6,421	15.16	13.06	197.99
Bombay	47,567	18.21	11.89	216.52
Madhya Pradesh	1,460	6.03	9.08	54.73
Madras	9,627	13.42	9.32	125.07
Orissa	694	12.10	12.76	154.40
Punjab	3,316	12.44	10.36	128.88
Uttar Pradesh	11,291	15.30	11.89	181.92
West Bengal	27,831	14.72	8.13	119.67
Delhi	3,785	26.81	7.62	204.29
All States ..	1,17,083	15.44	10.58	163.36
INDUSTRY				
01. Processes Allied to Agriculture (Gins and Presses)	119	0.94	11.99	11.27
20. Food (except Beverages)	4,576	5.14	12.06	61.99
21. Beverages	48	3.01	28.46	85.66
22. Tobacco	871	14.15	10.02	141.78
23. Textiles	44,207	13.22	11.19	147.93
24. Foot-wear, Other Wearing Apparel and and Made-up Textile Goods	188	6.35	14.04	89.15
25. Wood and Cork except Furniture	330	5.66	15.87	89.82
26. Furniture and Fixtures	72	3.44	15.47	53.22
27. Paper and Paper Products	1,371	14.77	14.75	217.86
28. Printing, Publishing and Allied Industries	713	3.27	13.39	43.79

TABLE NO. CI(C)—contd.

1	2	3	4	5
29. Leather & Leather Products (except Footwear)	142	3.16	15.53	49.07
30. Rubber and Rubber Products ..	689	9.76	9.63	93.99
31. Chemicals and Chemical Products ..	3,374	14.69	9.38	137.79
32. Products of Petroleum and Coal ..	1,447	31.06	11.44	355.33
33. Non-metallic Mineral Products (except Products of Petroleum and Coal) ..	2,724	11.05	10.85	119.89
34. Basic Metal Industries	6,821	20.67	10.97	226.75
35. Metal Products (except Machinery and Transport Equipment)	3,817	19.51	10.98	214.22
36. Machinery (except Electrical Machinery)	6,998	20.67	9.19	189.96
37. Electrical Machinery, Apparatus, Appliances and Supplies	1,268	12.76	9.18	117.14
38. Transport Equipment	30,599	47.17	9.94	468.87
39. Miscellaneous Industries	5,145	15.46	7.66	118.42
51. Electricity, Gas and Steam	1,476	16.42	9.57	157.14
52. Water and Sanitary Services ..	33	1.80	17.75	31.95
83. Recreation Services (Cinema Studios)	43	4.13	12.86	53.11
84. Personal Services (Laundries, Dyeing and Cleaning)	12	0.47	16.08	7.56
ALL INDUSTRIES ..	1,17,083	15.44	10.58	163.36

TABLE NO. CI(D)

FREQUENCY AND SEVERITY RATES FOR NON-FATAL INJURIES IN WHICH WORKERS RETURNED TO WORK DURING 1956 BY STATES AND INDUSTRIES IN FACTORIES NOT USING POWER [SECTION 2m(ii) FACTORIES]

State/Industry	Number of injuries	Frequency rate per 1,00,000 man-days worked	Duration of disability (days per injury)	Severity rate (man-days lost per 1,00,000 man-days worked)
Andhra	73	0.72	12.16	8.76
Bombay	251	1.42	9.56	13.58
Madhya Pradesh	4	0.11	2.00	0.22
Madras	170	1.57	4.61	7.24
Punjab	23	1.99	13.70	27.26
Uttar Pradesh	26	0.82	8.50	6.97
West Bengal	16	1.01	5.25	5.30
Delhi	4	0.95	13.25	12.59
All States ..	567	1.02	8.34	8.51
INDUSTRY				
20. Food (except Beverages)	1	0.11	3.00	0.33
22. Tobacco	57	0.21	13.58	2.85
25. Wood and Cork except Furniture ..	3	3.39	2.33	7.90
29. Leather and Leather Products (except Footwear)	9	0.56	15.77	8.83
31. Chemicals and Chemical Products ..	18	0.43	14.83	6.38
32. Products of Petroleum and Coal ..	10	7.88	22.30	175.72
35. Metal Products (except Machinery and Transport Equipment)	4	0.64	6.25	4.00
36. Machinery (except Electrical Machinery)	3	0.93	15.33	14.26
38. Transport Equipment	15	2.37	17.13	40.60
39. Miscellaneous Industries	447	8.34	6.67	55.62
ALL INDUSTRIES ..	567	1.02	8.34	8.51

TABLE NO. CII
INJURIES BY CAUSES

Causes	1956			
	Fatal injuries		Non-fatal injuries	
	Number	Percentage to total	Number	Percentage to total
1. Prime Movers	6	2.16	115	0.03
2. Machinery (both Moved and not Moved by Mechanical Power)	50	17.98	31,370	24.47
3. Transport	34	12.23	1,819	1.42
4. Electricity	24	8.63	416	0.35
5. Explosives	11	3.95	125	0.10
6. Fires	10	3.60	340	0.27
7. Gassing	4	1.44	191	0.15
8. Molten Metal & Other Hot or Corrosive Substances	16	5.76	6,010	4.69
9. Hand Tools	2	0.72	9,743	7.60
10. Falling Bodies	33	11.87	16,978	13.25
11. Persons Falling	34	12.23	7,322	5.71
12. Stepping or Striking against Objects	7	2.52	16,014	12.49
13. Handling Goods	16	5.76	14,789	11.38
14. Others	31	11.15	23,115	18.03
Total ..	278	100.00	1,28,177	100.00

It will be seen that "Machinery" accounted for nearly 18 per cent. of fatal injuries and about 24 per cent. of non-fatal injuries. "Transport" and "Persons Falling" accounted for 12.23 per cent. of the fatal injuries each but a comparatively smaller percentage of non-fatal injuries. "Falling Bodies" accounted for 11.87 per cent. of the fatal injuries and 13.25 per cent. of the non-fatal injuries. "Electricity" accounted for 8.63 per cent. of fatal but only 0.35 per cent. of the non-fatal injuries. "Stepping or Striking against Objects" and "Handling Goods" were the two other important causes of non-fatal injuries.

Prevention of Accidents in Factories—In pursuance of the decision reached at the 9th Conference of the Chief Inspector of Factories, held in March, 1955 four committees were constituted in respect of the following industries for preparing safety pamphlets and other literature on the prevention of accidents:

- (1) Transmission Machinery,
- (2) Wood-working Machinery,
- (3) Textile Machinery and
- (4) Rice Mills.

The Committee on Woodworking Machinery submitted its draft report which was expected to be published shortly. The Committee on Rice Mills had completed its work and was expected to submit its final draft safety pamphlet shortly. The work of the other two Committees was in progress.

Formation of Safety Committees in industrial units continued to be encouraged by the various States. In Bombay and Uttar Pradesh, Safety Committees were formed in most of the factories. Periodical meetings of these Committees were held in which the causes of the accidents were discussed in detail. Pamphlets, leaflets and posters on prevention of industrial accidents were distributed by State Factory Inspectorates for exhibiting them in the factory premises at proper places. The following safety posters were issued by the Chief Adviser, Factories during the period.

1. Temporary Repairs—cause Permanent Damage Examine Ladders carefully before use.
2. Your Past Negligent.
Your Present Injured
Your future is up to you—
If you Heed Safety Rules.
3. Select the Right Tool.
4. Infection Travels fast.
5. Life is Short—Accidents make it still shorter—
Work safely—To be safe.
6. I was in hurry—
I did it that way for years—
I thought this would never happen—
Alibis do not excuse—
Accidents.

(ii) MINES

Detailed statistics along with other relevant information relating to injuries in mines are published in the annual report of the Chief Inspector of Mines in India. The statistics are classified by 'fatal injuries', 'serious injuries' and 'minor injuries'. A serious injury is taken to be one which would involve permanent loss or injury to sight or hearing, or fracture of any limb or enforced absence of the injured person from work for a period exceeding 20 days. As at present, a fair proportion of minor injuries is reported to the Chief Inspector of Mines only from the coal mines, but only a small proportion from other mines. It is considered that minor injuries are incompletely reported, and hence statistics of fatal and serious injuries only are presented in the following table:

TABLE NO. CIII
INJURIES IN MINES, 1951 TO 1956

Year					Fatal injuries		Serious injuries	
					Number	Rate per 1,000 workers employed	Number	Rate per 1,000 workers employed
1951	..	..	..	..	425	0.77	2,568	4.70
1952	..	..	..	..	453	0.81	3,887	7.10
1953	..	..	..	..	388	0.65	4,286	7.03
1954	..	..	..	..	407	0.72	4,491	7.90
1955	..	..	..	..	377	0.64	4,385	7.42
1956	..	..	..	..	335	0.53	4,281	6.80

It will be seen that the number and the frequency rate of both fatal and serious injuries declined further in 1956.

In addition to the number of injuries (i.e., the number of persons receiving injuries), the actual number of accidents in mines is also available. The relevant figures together with rates of injuries by for 1956 are shown in Table No. CIV.

TABLE NO. CIV
NUMBER OF ACCIDENTS AND PERSONS KILLED OR INJURED SERIOUSLY IN
VARIOUS MINES, 1956

Category of Mines	Number of accidents		Number of injuries		Rate of injuries per 1,000 workers	
	Fatal	Serious	Fatal	Serious	Fatal	Serious
Coal	199	2,762	259	2,844	0.73	8.07
Gold	6	610	8	625	0.45	34.94
Copper	1	298	1	303	0.25	74.45
Mica	19	26	20	50	0.59	1.47
Manganese ..	15	120	19	124	0.17	1.13
Iron	3	80	3	87	0.08	2.06
Limestone ..	10	191	10	193	0.33	6.29
Stone	4	12	5	14	0.85	2.38
Gelena and Sphalerite ..	..	8	..	8	..	8.57
Gypsum	1	5	1	5	0.40	2.00
Slate	1	..	1	..	4.13	..
Magnesite .. ..	..	7	..	7	..	1.66
Cromite .. ..	..	2	..	2	..	6.29
Fire-clay .. ..	..	3	..	4	..	3.06
Kyanite .. ..	..	1	..	1	..	0.44
Bauxite	1	1	5	1	4.33	0.87
Asbestos .. ..	..	1	..	1	..	0.97
Dolomite .. ..	..	2	..	2	..	2.43
Beryl .. ..	..	2	..	2	..	2.87
Corundum	1	..	2	..	..	..
Calcite	1	..	1	..	..	..
Barytes .. ..	..	1	..	2	..	2.20
Clay .. ..	..	2	..	2	..	62.50
Soapstone .. ..	..	1	..	1	..	3.11
Silica .. ..	..	2	..	2	..	19.80
Graphite .. ..	..	1	..	1	..	4.70
Total	262	4,138	335	4,281	0.53	6.81

Table No. CV shows the breakdown of injuries in the various kinds of mines by workers in underground, open workings and surface.

TABLE NO. CV

INJURIES AND FREQUENCY RATES (PER 1,000 WORKERS EMPLOYED) BY BROAD CATEGORIES OF WORKERS, 1956

Mines	Underground		Open-workings		Surface	
	Number	Rate	Number	Rate	Number	Rate
	<i>Fatal injuries</i>					
Coal Mines ..	232	1.21	6	0.17	21	0.17
Mica Mines ..	14	0.74	4	0.59	2	0.24
Manganese Mines ..	5	2.45	11	0.12	3	0.17
Copper Mines ..	1	0.40	..	..	..	..
Iron-Ore Mines ..	..	..	..	..	3	0.28
All Mines ..	250	1.13	45	0.21	31	0.17
<i>Serious injuries</i>						
Coal Mines ..	2,195	11.45	98	2.73	551	4.41
Mica Mines ..	44	0.23	2	0.23	4	0.30
Manganese Mines ..	28	13.25	14	0.15	82	4.69
Copper Mines ..	263	105.66	..	..	40	25.30
Iron-Ore Mines ..	..	..	10	0.04	77	7.17
All Mines ..	3,039	13.27	305	1.43	937	5.01

The frequency rate of serious injuries in copper mines both in underground and surface workings were comparatively higher.

Details about accidents and fatal and serious injuries resulting therefrom in all mines classified by causes are given in the following Table:—

TABLE NO. CVI

DISTRIBUTION OF ACCIDENTS AND FATAL AND SERIOUS INJURIES IN MINES BY CAUSES, 1956

Causes	Accidents which resulted in fatal injuries			Accidents which resulted in serious injuries only	
	Number of accidents	Number of persons killed	Number of persons seriously injured	Number of accidents	Number of persons seriously injured
Explosions and Ignitions of Inflammable Gas and/or Coal Dust	2	3	1	..	..
Fall of Roof	92	111	32	275	285
Fall of Side.	44	56	10	166	178
In Shafts	12	12	6	53	60
Suffocation by Gases	1	1	..	..	..
Explosives	11	13	8	46	64
Haulage	32	35	1	404	407
Rock Burst	2	4	..	26	30
Electricity	10	10	1	11	12
Underground Machinery ..	3	3	..	61	61
Surface Machinery	3	3	..	58	59
Irruption of Water	4	38	2	1	3
At Railway Siding belonging to the Mine	5	5	..	1,973	1,981
Permanent Collapse of Workings .. ..	..	..	..	1	2
Miscellaneous Underground ..	15	15	3	..	..
Miscellaneous on Surface	26	26	4	972	980
Total	262	235	68	4,138	4,213

Important causes of fatal injuries in mines were "Fall of Roof", "Fall of Side", "Irruption of Water", and "Haulage" which accounted for 33.13, 16.72, 11.34 and 10.45 per cent. of the total fatal injuries respectively in 1956. A large majority of serious injuries occurred "At Railway Sidings belonging to Mines." Other important causes of serious injuries were "Haulage", "Fall of Roof" and "Fall of Side".

(iii) RAILWAYS

The annual report of the Railway Board prepared on a financial year basis gives statistics of injuries to Railway employees resulting from accidents. They cover only those cases in which the incapacity lasted for more than 48 hours. Those injuries which resulted in "grievous hurts", as defined in Section 320 of the Indian Penal Code, are taken as "serious" and the rest as "minor" both making up the non-fatal group. The following Table No. CVII gives statistics of injuries to Railway employees from 1951-52 onwards.

TABLE NO. CVII
INJURIES TO RAILWAY SERVANTS—1951-52 TO 1956-57

Year	No. of injuries reported by railways open for traffic		No. of injuries which occurred in railway workshops		Estimated frequency rates per 1,000 persons employed for all injuries	
	Fatal	Non-fatal (total of serious and minor injuries)	Fatal	Non-fatal (total of serious and minor injuries)	Fatal	Non-fatal (total of serious and minor injuries)
1951-52	185	23,904	6	17,960	0.20	44.93
1952-53	226	24,187	8	20,477	0.25	47.79
1953-54	278	22,308	6	19,113	0.29	42.91
1954-55	180	22,351	17	19,185	0.20	42.08
1955-56	234	23,123	15	22,722	0.24	44.48
1956-57	253	26,292	11	24,638	0.25	48.04

It will be seen that the number of fatal injuries to Railway employees in Railways open for traffic during 1956-57 increased appreciably when compared with the figure for the preceding year. The number of non-fatal injuries also increased appreciably both in Railways open for traffic and in Railway workshops. Out of the total 26,292 non-fatal injuries in Railways open for traffic, 864 were serious and 25,428 minor. A broad classification of injuries by nature of the accidents for the year 1956-57 is shown below; a more detailed break-up of the injuries by nature and causes of accidents is available in the annual report of the Railway Board.

TABLE NO. CVIII

ANALYSIS OF INJURIES IN RAILWAYS OPEN FOR TRAFFIC BY THE NATURE OF ACCIDENTS, 1956-57

Nature of accidents	Fatal injuries		Non-fatal injuries	
	Number	Percentage to total	Number	Percentage to total
1	2	3	4	5
(a) In Accidents to Trains, Rolling Stock and Permanent way.	23	9.09	213	0.81
(b) In Accidents Caused by the Movement of Trains and Railway Vehicles exclusive of Accidents to Trains, etc.	187	73.91	6,787	25.81
(c) In Accidents on Railway Premises in which the Movement of Trains, Vehicles, etc., was not concerned.	43	17.00	19,292	73.38
Total	253	100.00	26,292	100.00

It will be seen that a large proportion of fatal injuries resulted from accidents caused by the movement of trains and railway vehicles exclusive of train accidents, but most of the non-fatal injuries resulted from accidents on railway premises in which the movements of trains, vehicles, etc., was not concerned. The number of such non-fatal injuries increased considerably from 17,715 during 1955-56 to 19,292 during 1956-57.

TABLE NO. CIX
INJURIES IN DOCKS CLASSIFIED BY MAIN CAUSES, 1956

Cause:	Calcutta		Bombay		Madras		Cochin		Vizagapatam		Total			
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	1956		1955	
											Fatal	Non-fatal	Fatal	Non-fatal
1. Lifting Machinery.	..	20	..	13	..	6	..	..	..	..	..	30	..	38
2. Transport ..	1	01	..	30	..	8	..	..	1	..	3	100	..	119
3. Struck by Falling Body.	8	530	..	79	..	79	..	11	..	..	13	703	..	780
4. Persons Falling	1	317	1	73	..	64	..	5	3	..	2	162	5	468
5. Handling of Cargo.	..	820	..	381	..	427	..	14	21	..	1	1,603	..	1,145
6. Stepping on or Striking against Objects.	..	302	..	100	..	123	..	1	2	..	..	588	1	449
7. Handling of an Article Other than Cargo.	..	495	..	140	..	44	..	9	6	..	..	694	..	591
8. Harmful Contact.	..	10	..	18	..	4	..	1	..	..	..	33	..	20
9. Struck by Suspended Object.	2	122	1	55	..	50	..	2	0	3	3	235	1	220
10. Miscellaneous	..	153	..	8	..	21	..	2	2	..	..	180	..	139
Total (1956)	12	2,800	5	903	5	826	..	45	45	22	4,700	..	..	..
Total (1955)	7	2,808	7	754	..	657	2	32	18	..	..	..	16	4,269

As compared to the previous year the total number of injuries during 1956 increased sharply by 10.41 per cent. This was so mainly due to an increase in the number of non-fatal injuries in the ports of Bombay and Madras. The probable reason for this increase are stated to be better reporting of injuries subsequent to placing the responsibility for it on other employers of labour besides the Port authorities and larger imports of steel and other heavy cargo, the handling of which involves greater risk of injury.

It will also appear from Table No. CIX that the largest percentage (35.17) of injuries was due to "Handling of Cargoes". The next important cause was "Struck by Falling Bodies". Other important causes were "Handling of an Article other than Cargo", "Stepping on or Striking Against Objects" and "Persons Falling".

Classification of 'reportable' dangerous occurrences irrespective of whether personal injuries resulted or not is given in the following Table:—

TABLE NO. CX

DANGEROUS OCCURANCES IN THE DOCKS DURING THE YEAR, 1956

Causation	Number of dangerous occurrences in					Total for all ports
	Calcutta	Bombay	Madras	Cochin	Vizagapatam	
Collapse or Failure of Lifting Machinery.	12	4	2	..	1	19
Collapse or Failure of Accessory Gear.	40	69	32	2	3	146
Collapse or Failure of Means of Access.	..	..	..	..	..	..
Total (1956) ..	52	73	34	2	4	165
Total (1955) ..	50	65	13	1	1	130

It will be seen from the Table No. CXI that the total number of 'reportable' dangerous occurrences was 165 as against 130 in the preceding year. The increase was recorded in all the ports.

Table No. CXI shows the total man-shifts worked, total number of injuries on board ships, frequency rate of injuries, and the rate of total number of injuries per one lakh ton of cargo handled for the years 1955 and 1956. For this category of injuries, i.e., on board ships, increase in the number as well as frequency rate was noted in all the five ports. Taken individually, the port of Madras showed the highest frequency rate, followed by ports of Calcutta, Bombay, Vizagapatam and Cochin in order. The decision of the Calcutta Dock Labour Board, according to which pool workers were granted leave with full wages for a period upto 7 days during the period of disablement, and the introduction of piece-rate system of payment of wages during the year at Bombay might have to some extent influenced the increase in injury frequency rate at these ports. The low frequency rate at Vizagapatam and Cochin was largely due to the nature of cargo handled, viz., manganese ore in the former case and ropes, mats, etc., in the latter case.

Prevention of accidents in Docks—The Indian Dock Labourers' Regulations deal specifically with safety as applicable to working places and lifting machinery. It would not, of course, be easy to make provisions through regulations for preventing injuries brought about by human failings due to lack of training and safety consciousness. A large number of injuries in the ports was due to these causes. Therefore, to reduce frequency rate of injuries, it is necessary to give adequate training to dock workers and organise safety campaigns in the ports. With the increase in the number of injuries the need for suitable films and other audio-visual material for the training of workers in safe practices in handling cargo was keenly felt. The United States Technical Co-operation Mission agreed to provide assistance in producing a full length film on "Safety in Dock Work" and a number of film strips dealing with the various aspects of dock work. The production of the film and film strips was in hand.

The following Dock Accidents Bulletins were also issued during the year.

Bulletin No. 14-A—Handling of Cargo at Intermediate Docks of Ships.

Bulletin No. 15—Care and Maintenance of Ships Cargo Lifting Blocks.

Bulletin No. 16—Strength of Rope-slings.

Bulletin No. 17—Handling of Steel Cargo.

Bulletin No. 18—The Union purchase method of coupling the derricks.

(v) COMPENSATION FOR ACCIDENTS

Under the Workmen's Compensation Act, 1923, compensation is payable to workers employed in scheduled employments and drawing less than Rs. 400 per month for injuries due to accidents or occupational diseases resulting in death or disablement for more than 7 days provided that it is not caused through the fault of the worker

TABLE NO. CXI
TOTAL NUMBER OF INJURIES ON BOARD SHIPS AND THEIR FREQUENCY RATES DURING 1955 AND 1956

Port	Total man-shifts worked*		Total number of injuries on board ships		Frequency rate per one lakh man-hour worked No. of injuries \times 1,00,000 Man-shifts worked \times No. of hours per shift		Ratio of total number of injuries per one lakh ton of cargo handled	
	1955	1956	1955	1956	1955	1956	1955	1956
Calcutta ..	25,56,594	20,46,144	1,615	1,759	7.12	8.64	23.35	24.0
Bombay ..	17,60,512	12,14,040	480	548	3.48	0.77	11.0	12.4
Madras ..	4,67,025	6,37,425	327	482	8.75	0.46	18.9	25.4
Cochin ..	3,17,177	3,52,074	29	45	1.14	1.25	2.6	3.9
Vizagapatam ..	1,20,292	1,70,939	16	39	1.58	2.88	1.5	3.1
GRAND TOTAL ..	52,27,000	50,21,922	2,476	2,873	5.63	7.15	16.4	17.9

*Where Dock Labour Boards are functioning, the figures include besides the number of man-shifts worked by stevedores workers employed directly the number of man-shifts worked by pool workers employed through the Board.

*Number of hours per shift has been taken as 8 except for Bombay port where in II and III shifts for the year 1956, this has been taken as 6.

himself. As all the injuries are not compensated, the number of compensated injuries do not reflect the total number of injuries occurring. Further, many of the establishments covered by the Workmen's Compensation Act fail to submit returns and hence information received by State Authorities about the number of compensated injuries and the amount of compensation paid is incomplete. In establishments covered by the Employees' State Insurance Act, compensation in case of injuries is paid under this Act and not under the Workmen's Compensation Act. These limitations affect the significance of Statistics of compensated injuries collected under the Workmen's Compensation Act in reflecting the incidence of injuries. The statistics for 1956 received under the Workmen's Compensation Act, 1923 from all States (except Rajasthan and Jammu and Kashmir which did not furnish the required data), as after reorganisation, and Delhi territory are presented in Table No. CXII. Of the compensated injuries reported in the returns furnished by States during 1956, death accounted for 1.5 per cent., permanent disability 5.5 per cent. and temporary disability 93.0 per cent. The amount of compensation paid depends both on the nature of injury and the wages of the worker injured. The statistics received for the year 1956 reveal that the average compensation paid was Rs. 2,178 per case of death, Rs. 517 per case of permanent disability and Rs. 24 per case of temporary disability.

TABLE NO. CXII
NUMBER OF CASES AND AMOUNT OF COMPENSATION PAID IN 1956 BY INDUSTRIES

Industry	Number of cases for which compensation was paid				Amount of compensation paid			
	Death	Permanent disablement	Temporary disablement	Total	Death	Permanent disablement	Temporary disablement	Total
1. Factories	254	1,813	27,379	29,446	Rs. 5,42,534	7,86,379	5,86,910	Rs. 19,15,823
2. Plantations	20	38	857	915	25,890	21,287	16,949	64,126
3. Mines	187	711	10,358	11,256	3,48,921	3,78,453	2,14,261	9,41,625
4. Railways	215	258	12,146	12,619	5,61,738	1,95,411	3,48,080	11,08,829
5. Docks and Ports	15	203	1,855	2,073	38,512	95,700	75,971	2,10,213
6. Tramways	20	3	103	126	41,492	2,022	4,088	47,602
7. Posts and Telegraphs	7	4	138	149	18,400	6,220	5,126	29,746
8. C.P.W.D. .. ..	..	2	7	9	..	5,460	1,633	7,093
9. Buildings and Construction	83	220	447	750	1,63,109	1,53,451	21,443	3,38,003
10. Municipalities	1	3	7	14	10,301	5,889	509	16,699
11. Miscellaneous	115	138	3,938	4,191	2,48,337	99,223	1,01,993	4,52,553
Total	937	3,406	57,267	61,610*	20,41,114	17,59,945	13,81,098	51,83,057†

*Classification in respect of 62 Cases (17 for Death, 13 for permanent disablement and 32 for Temporary disablement) not known.

†Classification for Rs. 50,715 (Rs. 38,850 for Death, Rs. 10,450 for permanent disablement and Rs. 1,415 for Temporary disablement) not known.

Source—Returns received under the Workmen's Compensation Act.

CHAPTER VIII

LABOUR ADMINISTRATION

The Constitution of the Republic of India defines clearly the legislative powers of the Union and State Governments. Matters in respect of which laws are to be made have been distributed in three lists: Union List, Concurrent List and State List. Parliament has exclusive power to make laws with respect of any of the matters enumerated in the Union List. In regard to the Concurrent List, both Parliament and the Legislature of any State have the power to make laws, while subject to certain conditions, the Legislature of any State has exclusive powers to make laws for such State or any part thereof with respect to any of the matters enumerated in the State List. The following are the principal matters of labour interest enumerated in the various lists.

(i) *Union List*—

- (1) Participation in international conferences, associations and other bodies and implementing of decisions made thereat.
- (2) Port quarantine, including hospitals connected therewith; seamen's and marine hospitals.
- (3) Regulation of labour and safety in mines and oilfields.
- (4) Industrial disputes concerning Union employees.
- (5) Union agencies and institutions for:
 - (a) Professional, vocational or technical training; or
 - (b) the promotion of special studies or research.
- (6) Enquiries, surveys and statistics for the purpose of any of the matters in this list.

(ii) *Concurrent List*—

- (1) Economic and social planning.
- (2) Trade unions; industrial and labour disputes.
- (3) Social security and social insurance; employment and unemployment.
- (4) Welfare of labour including conditions of work, provident fund, employers' liability, workmen's compensation, invalidity and old age pensions, and maternity benefits.
- (5) Vocational and technical training of labour.
- (6) Factories.
- (7) Inquiries and statistics for purposes of any of the matters specified in the Concurrent List and the State List.

(iii) *State List*—

Relief of the disabled and unemployable.

Ministry of Labour and Employment, Government of India—The responsibility of the Ministry of Labour and Employment in respect of the Union List is full and direct. The activities of the Ministry of Labour and Employment in regard to Concurrent subjects cover

policy laying, co-ordination, control and direction. Co-ordination is effected through a number of field agencies which the Ministry of Labour and Employment maintain primarily for the Union subjects.

A brief description of the activities of the Ministry of Labour and Employment and its attached and subordinate offices is given below:—

The Ministry of Labour and Employment, as at present constituted, consists of the Main Ministry (Secretariat) and the following attached or subordinate offices, namely, (i) Directorate-General of Resettlement and Employment, New Delhi, (ii) Office of the Director, Labour Bureau, Simla, (iii) Office of the Chief Labour Commissioner, New Delhi, (iv) Office of the Coal Mines Welfare Commissioner, Dhanbad, (v) Office of the Coal Mines Provident Fund Commissioner, Dhanbad, (vi) Office of the Welfare Commissioner, Mica Mines Labour Welfare Fund, Dhanbad, (vii) Office of the Chairman, Mica Mines Labour Welfare Fund Advisory Committee for Andhra, Nellore, and Rajasthan, Jaipur, (viii) Office of the Chief Inspector of Mines, Dhanbad, (ix) Office of the Chief Adviser, Factories, New Delhi, (x) Office of the Controller of Emigrant Labour, Shillong, (xi) Office of the Industrial Tribunals, Dhanbad and Madras, (xii) Office of the Labour Appellate Tribunal (Central), Calcutta and Bombay, (xiii) National Industrial Tribunal (Lucknow), (xiv) Office of the Director-General, Employees' State Insurance Corporation, New Delhi, (xv) Office of the Central Provident Fund Commissioner, New Delhi, and (xvi) Gorakhpur Labour Organisation, Gorakhpur.

Ministry of Labour and Employment (Secretariat)—The Secretariat of the Ministry of Labour and Employment is the centre for the consideration of all questions concerning labour as far as the Government of India are concerned. It is the central administrative machinery for the formulation of labour policy, for enforcement of labour laws and for promotion of labour welfare. The policy-laying activity covers subjects like closer co-operation between labour and management, better industrial relationship and increasing production. It co-ordinates the activities of the State Governments in the labour sphere. It also forms the Secretariat for the Tripartite Labour Conferences and Committees connected with particular industries, convened by the Government of India and is the channel for India's participation in the activities of the International Labour Organisation.

Directorate-General of Resettlement and Employment—The activities of this Directorate are given in a separate section*.

Office of the Director, Labour Bureau—The Bureau, headed by a Director, who is assisted by a Senior Deputy Director, two Deputy Directors, a Chief Research Officer, an Assistant Director and a team of Research Officers and other staff, was set up in October 1946, and has been made responsible for (a) collection, compilation and publication of labour statistics, (b) maintenance of consumer price index numbers for urban areas†, (c) keeping up-to-date the factual data relating to working conditions in various industries collected by the Labour Investigation Committee, (d) conducting research into specific

* See Chapter I, Section 2 and 4.

† The Bureau has since taken over the Sections dealing with the Agricultural Labour Enquiry and Consumer Price Index Numbers for rural areas.

problems with a view to furnishing data required for the formulation of policy. (e) editing the monthly *Indian Labour Gazette*, and (f) compiling Indian Labour Year Book giving an authoritative description of labour affairs in the country.

Besides these, the Labour Bureau compiles and publishes annual reports on the working of the Factories Act, Minimum Wages Act and the Indian Trade Unions Act as well as notes in the *Indian Labour Gazette* on the working of the various other Labour Acts. The Labour Bureau also issues from time to time special publications on matters of labour interest. The Bureau also compiles the all-India List of Factories and the All-India List of Trade Unions.

The Director of the Labour Bureau is the 'Competent Authority' under the Minimum Wages Act in respect of all undertakings in the Central Sphere and the Union territories. He is also responsible for co-ordinating the work relating to the implementation of the Collection of Statistics Act in respect of labour statistics.

Office of the Chief Labour Commissioner—The Government of India appointed a Chief Labour Commissioner in the year 1945 to look after the welfare of employees of the Central Government undertakings and conciliation of industrial disputes in Central Sphere undertakings. The organisation is also known as the Industrial Relations Machinery. In respect of Central Sphere undertakings the Industrial Relation Machinery is responsible for:—

- (a) Conciliation;
- (b) Welfare, excluding welfare in coal and on mica mines for which separate organisations exist;
- (c) Administration of labour laws to the extent to which their administration is a central responsibility except in so far as separate machinery has been provided (e.g., the Controller of Emigrant Labour);
- (d) Watching the implementation of awards of Industrial Tribunals and settlements arrived at in conciliation and submission of periodical reports regarding their implementation;
- (e) Organisation of canteens in all Government undertakings besides offering advice to State Governments on the subject.

The main functions with regard to conciliation and welfare have been:—

- (i) Assistance in the formation and maintenance of voluntary machinery and works committees in industrial establishments.
- (ii) Prevention and settlement of trade disputes.
- (iii) Maintenance of information regarding wage rates and conditions of work.

- (iv) Maintenance of continuous touch with the state of industrial relations between the employers and workmen.
- (v) Examination of welfare measures and advice to employers and Governments in connection therewith.

The Machinery also does verification of membership figures of Central Trade Union Organisations in connection with nomination of persons to delegations, etc. The work of Labour Officers in undertakings is also supervised by visits to factories.

Office of the Coal Mines Welfare Commissioner—This office is responsible for the administration of the Coal Mines Labour Welfare Fund Act, 1947. The Coal Mines Welfare Commissioner is assisted in his work by a Coal Mines Labour Welfare Fund Advisory Committee and a Coal Mines Labour Housing Board. The Coal Mines Welfare Commissioner is also responsible for the administration of the Mines Maternity Benefit Act, 1941 so far as coal mines are concerned.

Office of the Coal Mines Provident Fund Commissioner—The organisation was set up in October 1948 for the administration of (a) the Coal Mines Bonus Scheme, and (b) the Coal Mines Provident Fund Scheme, which have been framed under the Coal Mines Provident Fund and Bonus Schemes Act, 1948. The administration of the Coal Mines Bonus Scheme was, however, transferred to the Chief Labour Commissioner's Organisation in August 1952.

Office of the Welfare Commissioner, Mica Mines Labour Welfare Fund, Dhanbad and Office of the Chairman, Mica Mines Labour Welfare Advisory Committee for Andhra (Nellore) and Rajasthan (Bhilwara)—These three offices are responsible for the administration of the Mica Mines Labour Welfare Fund Act, 1946, and the rules framed thereunder in the mica mining areas of Bihar, Andhra and Rajasthan respectively.

Office of the Chief Inspector of Mines—The functions of this office are: (a) enforcement of the Mines Act, 1952, and the Rules and Regulations made thereunder; (b) inspection of mines; (c) investigation of accidents; (d) inspection of electrical installations and machinery; (e) technical advice to mine owners; (f) prosecution in cases of violation of statutory provisions; (g) collection of statistics under the Mines Act, and (h) enforcement of the Mines Maternity Benefit Act, 1941 and the rules framed thereunder in mines other than coal mines. The Chief Inspector of Mines publishes annually a report on the activities of the Mines Department. Besides, the annual "Indian Coal Statistics" he also publishes a monthly Coal Bulletin which contains statistics regarding employment, absenteeism, output, hours of work, wages, production, despatches, stock, etc.

In the discharge of his duties the Chief Inspector of Mines is assisted by an Additional Chief Inspector of Mines, two Deputy Chief Inspectors of Mines, ten Regional Inspectors of Mines, forty-three Inspectors of Mines and a team of other technical officers, etc., e.g., Mechanical, Medical or Electrical Inspectors of Mines and a Statistician.

Office of the Chief Adviser, Factories—The organisation was set up in 1945 to function as a properly organised service capable of advising all concerned on matters relating to the health, welfare and safety of workers. It deals with all questions relating to the administration of the Factories Act and the rules framed thereunder; training of Factory Inspectors and Safety Officers; industrial health; surveys of toxic hazards; environmental problems in factories; studies relating to productivity and work and method studies; housing of industrial labour and administration of safety, health and welfare schemes and the Dock Workers (Regulation of Employment) Act.

It functions as: (a) Technical Service and (b) Information Service. As a technical service, it renders advice on all matters relating to construction, design and layout of factories; working conditions such as lighting, ventilation, control of dust and fumes; accident prevention and other safety precautions; canteens, creches, washing arrangements and other welfare amenities; as an information service, it collects up-to-date information on progressive measures adopted in the industrially advanced countries in respect of safety, health and welfare of industrial workers and disseminates such and other information in the form of pamphlets, leaflets, brochures, posters, sketches, charts, etc.

It administers the Indian Dock Labourers Act, 1934, and the Indian Dock Labourers Regulations, 1948, through the Inspectors, Dock Safety, at Calcutta, Bombay and Madras.

The organisation is responsible for the setting up of the—

(a) Central Labour Institute at Bombay comprising—

(i) A Museum of Industrial Safety, Health and Welfare;

(ii) An Industrial Hygiene Laboratory;

(iii) A Training Centre;

(iv) A Library-cum-Information Centre;

(v) The Productivity Centre;

(vi) The Training-Within-Industry Centre: } since set up

(vii) An Industrial Psychology Section;

(viii) An Occupational Physiology Section.

(b) 3 Regional Museums of Industrial Safety, Health and Welfare at Calcutta, Coimbatore and Kanpur.

Office of the Controller of Emigrant Labour—This office deals with: (a) the administration of the Tea Districts Emigrant Labour Act, 1932, and the rules framed thereunder and (b) recruitment and repatriation of labour from estates in Assam and inspections of tea gardens and depots.

The Controller publishes every year a report on the working of the Tea Districts Emigrant Labour Act.

Judicial Bodies—

(i) *Industrial Tribunals, Dhanbad and Madras*—The Industrial Disputes Act, 1947, empowers the Central Government in the case of Railways, Central undertakings, major ports, mines, oil-fields and

banks and insurance companies having branches in more than one State and the State Governments in other cases, to refer any matter connected with, or relevant to any existing or apprehended industrial dispute to an Industrial Tribunal for adjudication. For purposes of settlement of industrial disputes in the undertakings within the Central Sphere the Government of India have appointed two Standing Industrial Tribunals—one each at Dhanbad and Madras.

(ii) *Labour Appellate Tribunals*—The Labour Appellate Tribunal is a statutory body constituted under the Industrial Disputes (Appellate Tribunal) Act, 1950 to hear appeals against the decisions of Industrial Tribunals, Industrial Courts, etc. It consists of persons of the status of High Court Judges. At present two benches of the Tribunal are functioning, one each at Bombay and Calcutta. Its principal seat is Bombay.

(iii) *National Industrial Tribunal (Lucknow)*—The Industrial Disputes (Amendment and Miscellaneous Provisions) Act, 1956 which was assented to by the President on 28th August 1956, provides for the three-tier adjudication machinery, viz., Labour Courts; Industrial Tribunals and National Industrial Tribunals. The Act has been brought into force in stages and the provisions relating to the three-tier adjudication machinery were brought into force with effect from 10th March 1957. Under the Act an *ad hoc* National Industrial Tribunal was constituted on 5th June 1957 with headquarters at Lucknow.

(iv) *Wage Boards for Cotton Textile, Sugar and Cement Industries*—In pursuance of the recommendations contained in the Second Five Year Plan regarding the establishment of tripartite Wage Boards for individual industries, the Government of India have appointed Central Wage Boards for Cotton Textiles, Sugar and Cement industries.

The terms of reference of the Boards are:

- (a) to determine the categories of employees (manual, clerical, supervisory, etc.) who should be brought within the scope of the proposed wage fixation;
- (b) to work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages;
- (c) to consider the desirability of extending the system of payment by results; and
- (d) to work out the principles that should govern the grant of bonus to workers in the industry excepting in the case of textile industry.

Office of the Director-General Employees' State Insurance Corporation—This is a statutory institution set up to administer the Employees' State Insurance Act, 1948 which provides for sickness, maternity, disablement and dependants' benefits as well as medical benefit to workers employed in factories. The Corporation directly renders all the services except medical benefit which is organised by the States.

The Executive Committee of the Corporation is the Standing Committee. The Principal executives are the five Principal Officers mentioned in the Act, namely, the Director-General, the Medical Commissioner, the Insurance Commissioner, the Chief Accounts Officer

and the Actuary. The Director-General controls and co-ordinates the work of the other four Principal Officers.

Office of the Central Provident Fund Commissioner—This organisation was set up in April 1953 for the administration of the Employees' Provident Funds Act, 1952 and the Employees' Provident Fund Scheme, 1952 framed thereunder. The Central Provident Fund Commissioner, who is the Chief Executive Officer, is subject to the general control and superintendence of the Central Board of Trustees constituted under the Scheme. He is assisted by 20 Regional Provident Fund Commissioners who have their offices mostly in the capitals of various States. The main function of the Board is to administer the affairs of the Fund which is vested in it.

Gorakhpur Labour Organisation—The organisation is responsible for the supply of labour (mainly drawn from Gorakhpur and the Eastern districts of Uttar Pradesh) to various collieries affiliated to the Coal Fields Recruiting Organisation. To look after the welfare of workers in the labour camps, the Gorakhpur Labour Organisation has appointed three Welfare Officers—one each at Raniganj, Jharia and Singareni.

Labour Administration in States—All the States have set up organisations for the administration and enforcement of the various labour laws in force in their territories and for the collection, compilation and dissemination of statistical and other information relating to labour. All the States except Jammu and Kashmir have appointed Labour Commissioners for purposes of administration of labour laws and welfare activities in their respective areas. In the discharge of their functions, the Commissioners are generally assisted by Deputy Labour Commissioners and/or Assistant Labour Commissioners. In West Bengal, labour laws are administered by three Directorates under the Labour Department, viz., the Labour Directorate, the Shops and Establishments Directorate, and the Factory Directorate. Most of the States have also appointed Chief Inspectors of Factories and Chief Inspectors of Boilers to administer the Factories Act, 1948 and the Indian Boilers Act, 1923, respectively. Commissioner for Workmen's Compensation under the Indian Workmen's Compensation Act, 1923, and Registrars of Trade Unions under the Indian Trade Unions Act, 1926, have also been appointed in most of the States. The Labour Commissioner often combines the functions of various officers enumerated above. For example, in Bihar, the Commissioner of Labour is also discharging the functions of the Commissioner for Workmen's Compensation, the Registrar of Trade Unions, the Certifying Officer under the Industrial Employment (Standing Orders) Act and the Regional Provident Fund Commissioner. The Chief Inspector of Factories and the Chief Inspector of Boilers are also under his administrative control. In Bombay, the Commissioner of Labour is also the Certifying Officer under the Industrial Employment (Standing Orders) Act and the Chief Conciliator under the Bombay Industrial Relations Act, 1946. In Rajasthan, the Labour Commissioner is also discharging the functions of Conciliation Officer for the State.

In certain States, special machinery has been set up for the collection of labour statistics while in others the above authorities are performing these duties as well. In Madras, labour statistics are collected by the Chief Inspector of Factories while in Delhi territory, such

statistics are collected by the Bureau of Economics and Statistics. In Assam, such statistics are collected by the Directorate of Economics and Statistics and also by the Offices of the Labour Commissioner and the Chief Inspector of Factories. In the States of Bihar, Bombay and Madhya Pradesh, labour statistics are compiled under the guidance of Statistical Authorities. Such Authorities collect statistics regarding employment, hours of work, attendance and wages and earnings under the Industrial Statistics Act, 1942 (now replaced by the Collection of Statistics Act, 1953). In the other States, according to the information available in the Bureau, labour statistics are collected through officers appointed for administration of labour laws or by the Labour Departments directly. For instance, statistics of employment, accident, etc., under the Factories Act, 1948 and of wage bills and earnings under the Payment of Wages Act, 1936 are collected by the Chief Inspectors of Factories. The Registrars of Trade Unions collect statistics relating to trade unions, their membership, funds, etc. The Commissioners for Workmen's Compensation are in-charge of the collection of statistics relating to accidents, compensation paid, etc., under the Workmen's Compensation Act, 1923.

Competent Authorities have been appointed by the various State Governments under the Minimum Wages Act, 1948, to ascertain from time to time the Consumer Price Index Numbers applicable to persons covered by the Scheduled employments.

Apart from the statistics and information collected on statutory basis, *ad hoc* enquiries are undertaken by some of the State Governments for the collection of special data relating to particular problems of current interest.

The data collected are analysed and some of them are published in the form of annual reviews or in the journals published by the State Governments and/or in the Indian Labour Gazette, published by the Labour Bureau of the Central Government. A Labour Gazette containing statistical and other information of labour interest is issued every month by the Bombay and West Bengal State Governments while monthly labour bulletins are issued by Andhra Pradesh, Madras and Uttar Pradesh. Monthly Statistical Digest is issued by the West Bengal Government while quarterly Bulletins or Digests of Statistics are issued by the States of Assam, Bihar, Bombay, Orissa, Punjab, Rajasthan and Delhi and Himachal Pradesh administrations.

CHAPTER IX LABOUR LEGISLATION

1. Factories

THE FACTORIES ACT, 1948*

Object and scope—The main object of the Factories Act, 1948 is to ensure that all reasonable precautions are taken for the safety and measures are adopted for the health and welfare of factory workers. In order to prevent the haphazard growth of factories, the Act also provides for the approval of plans by the Chief Inspector of Factories before the erection of factory building commences. The Act extends to the whole of India except the State of Jammu and Kashmir†, and applies to all establishments employing 10 or more workers where power is used and to establishments employing 20 or more persons where power is not used. The State Governments are, however, empowered to apply the provisions of the Act to any premises irrespective of the employment therein, where a manufacturing process is carried on with or without the aid of power except where the work is done by the worker solely with the aid of his family members.

Main provisions—The main provisions of the Act relate to: (i) health, safety and welfare; (ii) hours of work; (iii) employment of young persons and women; (iv) annual leave with wages, and (v) occupational diseases. Salient features of these provisions of the Act are given below:—

(i) *Health, safety and welfare*—Chapter III of the Act contains provisions to safeguard the health of factory workers with a view to ensuring that conditions of work, as far as possible, do not adversely affect their health. These relate mainly to cleanliness, disposal of wastes and effluents, ventilation, control of temperature, elimination of dust and fume, artificial humidification, overcrowding, lighting, drinking water facilities, latrines, urinals and spittoons. Factories employing over 250 persons are required to supply cool drinking water during summer. To eliminate overcrowding, the Act prescribes a minimum space of 500 c.ft. for each worker in factories built after the commencement of the Act. For others, the minimum fixed per worker is 350 c.ft.

The provisions relating to safety measures and precautions to be taken with a view to preventing accidents are contained in Chapter IV of the Act. They relate to the fencing of machinery, casing of new machinery, testing and examination of appliances, plant, etc., such as hoists, lifts, cranes, chains and pressure vessels, supply of safety appliances to workers, precautions against dangerous fumes and in case of fire, etc. It also lays down the conditions under which young persons

*For historical background see *Indian Labour Year Book*, 1947-48, p. 31; 1948-49, p. 46 and 1953-54, p. 43.

†The Government of Jammu and Kashmir published in the State Gazette dated 18th May 1957 the text of the new Factories Act (The Jammu and Kashmir Act, 1957) which has been enacted for consolidating and amending the law regarding labour in factories in the State. The new Act which received the assent of *Sadar-i-Riyasat* on 17-1-57 repeals an earlier Act on the subject.

may be employed on dangerous machines, and prohibits the employment of women and children near cotton-openers. The Act empowers the State Governments to frame in the light of local requirements, detailed rules for implementing the provisions of this chapter. Power has also been conferred upon State Governments to fix maximum weights which may be lifted or carried by men, women and children.

Provisions relating to welfare facilities to be provided to workers are contained in chapter V of the Act. These cover items such as washing facilities, facilities for storing and drying clothes, facilities for sitting, rest shelters, first aid appliances, canteens, in case of factories employing over 250 workers and lunch-rooms (in case of factories employing over 150 workers) and creches (in factories employing more than 50 women workers). Factories employing 500 or more workers are required to appoint a Labour Welfare Officer to look after the welfare of workers. The State Governments are empowered to prescribe the duties, qualifications and service conditions of these officers, and also to order any factory or class of factories to associate the representatives of employees with the management of the welfare arrangements.

(ii) *Hours of work*—The hours of work for adult workers have been fixed at 48 per week and 9 per day with a maximum spreadover of 10½ hours in a day, inclusive of rest intervals. Such workers cannot be made to work for more than 5 hours unless a rest interval of half-an-hour has been given. The Chief Inspectors of Factories have been empowered to grant exemption from the limit of daily hours of work to factories in order to facilitate the change-over of shifts. State Governments or Chief Inspectors of Factories can also allow any factory, for a specified reason, to grant rest intervals to its employees after they had worked continuously for 6 hours. In the case of a child and an adolescent who has not been granted a certificate of fitness to work as an adult, a 4½ hour day with a spread-over of 5 hours has been fixed. The State Governments are, however, empowered to grant exemptions to certain categories of workers from the provisions relating to hours of works, etc. In cases where such exemptions are allowed, the Act lays down that (a) the total number of hours of work should not exceed 10 a day, and 50 in any week, and (b) the spread-over should not exceed 12 hours a day. Persons required to work over-time are to be paid at twice the rate of the normal rates of wages.

(iii) *Employment of young persons and women*—The Act prohibits employment of children below the age of 14 years and declares persons below the ages of 15 and 18 years to be adolescents. No child or adolescent can be employed in any factory unless he has been certified to be fit and carries a token to that effect while at work. Such certificates are valid only for a period of one year. Employment of women is prohibited between 7 p.m. and 6 a.m. The Act bans employment of children and of adolescents below the age of 17 years during night. The Act also provides for initial and periodical medical examinations by certifying surgeons of young persons. Restrictions have also been laid down on employment of women and children in certain dangerous categories of occupations.

(iv) *Annual leave with wages*—Besides a weekly day of rest, the Act provides that every worker who has worked for a period of at least 240 days during a calendar year, shall be allowed during the subsequent year, leave with wages at the rate of one day for every 20 days worked for adults, and 1 day for every 15 days worked for children. This leave is exclusive of all holidays whether occurring during or at either end of the period of leave, and can be availed of in not more than three instalments in a year. For purposes of computing 240 days of qualifying period of work, the days of lay-off (by agreement or contract or permissible under Standing Orders), maternity leave up to 12 weeks and leave enjoyed in the year but earned in the year prior to that in which it is enjoyed, shall be deemed to be days on which the worker has worked in a factory. Provision has also been made for proportionate leave with wages for a worker who is discharged or dismissed before completing the 240 days qualifying period of work in a factory. Persons joining otherwise than on 1st January are also entitled to leave at the above rate provided they work for two-thirds of the total number of days in the remainder of the calendar year.

(v) *Occupational diseases*—It is obligatory on the part of factories to send information to the appropriate authorities regarding specified diseases which cause death or/and serious bodily injury, or regarding occupational diseases contracted by employees. Such cases are also required to be reported by the medical practitioners attending on persons suffering from occupational diseases to the Chief Inspectors of Factories. Factory Inspectors have been authorised to take samples of substances used in the manufacturing process, if their use is either contrary to the provisions of the Act or likely to cause bodily injury or injury to the health of workers. The State Governments are empowered to appoint competent persons to enquire into causes of any accident or into any case of occupational disease.

Administration—The responsibility for administration of the Act rests with the State Governments who administer it through their own factory Inspectorates. The onus for compliance with the provisions of the Act wholly rests with the occupier of the factory, though certain obligations are also imposed on workers. It is provided that workers shall not wilfully interfere with or neglect to make use of or misuse things provided for their health, safety or welfare by the occupier. In addition, a worker is required to refrain from doing anything wilfully and without reasonable cause which is likely to endanger himself or others. With a view to improving the extent of compliance of the Factories Act and the Rules thereunder, two meetings of the State Chief Inspectors of Factories were held during 1957 wherein matters relating to the amendment of the Act and of model rules and difficulties in the matter of enforcement were discussed. Draft model rules containing provisions regarding (i) qualifications of Factory Inspectors, (ii) Organisation of Industrial Medical Services and the Ambulance Room, (iii) manufacture of Pottery, (iv) guarding of textile machinery, etc., were prepared by the organisation of the Chief Adviser, Factories. The Fourth course of Training for Factory Inspectors was held in October-November 1956. Twenty Inspectors from different States attended the course.

Enforcement—For enforcement of the various provisions of the Act, the State Governments appoint persons who possess the prescribed qualifications of Inspectors and Certifying Surgeons in respect of the local limits assigned to each of them. In addition, every District Magistrate is the Inspector for his district. The Inspectors possess wide powers such as entry into the Factory; inspection of premises; plant and machinery; making on-the-spot enquiries; requiring production of documents, etc., for effective enforcement of the Act. The duties of the Certifying Surgeons are to examine young persons, etc., engaged in dangerous occupations or processes and to conduct periodical examination of all persons engaged in dangerous occupations in factories and to exercise general medical supervision.

Inspections—As in the past, inadequacy of the staff of the Factory Inspectorates continued to be a major difficulty in securing effective compliance with the provisions of the Act. This was more so because of the gradual extension of the Act to the smaller factories. The immensity of the inspection work to be performed by the Inspectorates can be judged from the fact that the number of factories increased from 16,000 in 1948 to 37,483 in 1956*. The question of strengthening the Inspectorates has constantly been receiving the attention of the Central as well as the State Governments and in some of the States additional Inspectors have been appointed but the increase in the staff has not been commensurate with the increase in the number of factories. Consequently, the percentage of un-inspected factories was quite high. It was 21.2 per cent in 1956 the highest since 1947. The following table shows the number of factories inspected in various States during 1956:—

TABLE NO. CXIII
FACTORIES INSPECTED IN 1956†

State	Number of factories on register	Number of factories inspected	Percentage of factories inspected to factories on register
1	2	3	4
1. Andhra	3,966	3,213	81.0
2. Assam	1,097	329	30.0
3. Bihar	5,049	3,600	71.3
4. Bombay	10,885	9,522	87.5
5. Madhya Pradesh	1,897	1,823	96.1
6. Madras	4,941	4,738	95.9
7. Orissa	509	299	58.7
8. Punjab	3,069	1,297	42.3
9. Uttar Pradesh	1,987	1,987	100.0
10. West Bengal	3,259	2,302	70.6
11. Delhi	824	809	98.2
Total	37,483	29,919	78.8

The above table shows the number of factories inspected in various States during 1956. From the table it will be seen that the percentage of factories inspected was the highest in Uttar Pradesh, i.e., 100 per cent. and the lowest in Assam, i.e., 30 per cent.

*The coverage in various years was not identical and hence the figures may be taken to give only an approximate id a.

† Similar data for Mysor, Raja than and Kerala were not collected.

As regards overtime work the Act lays down that except in the case of an emergency involving serious risk to the safety of a mine or persons employed therein, no persons shall be allowed to work for more than 10 hours in a day inclusive of overtime and that the total number of hours of overtime work shall not exceed 50 in any quarter. For overtime work, persons employed below-ground are entitled to payment at double the ordinary rate of wages and others at one and half times the ordinary rate.

(ii) *Leave with wages*—In addition to a weekly day of rest, the Act provides that every person employed in a mine shall be entitled to leave with wages, after 12 months' continuous service, at the rate of 14 days if he is a monthly-paid employee and 7 days, if he is a weekly-paid employee or a loader or employed below-ground on a piece-rate basis. Only a worker paid on monthly basis may carry forward his leave to the succeeding 12 months, but the accumulated annual leave shall not exceed a total of 28 days. Twelve months' continuous service shall be deemed to have been completed in the case of a loader or other person employed below-ground on a piece-rate basis if he has put in at least 190 days of attendance and for other persons, the qualifying period of attendance is 265 days during a period of 12 months. In calculating wages for the leave period the cash equivalent of advantages accruing to workers through the free issue of food-grains and any compensation drawn in cash is to be taken into account. Wages for leave period are to be paid in advance if the period of leave allowed is 10 days or more in the case of monthly-paid employees and 5 days or more in the case of others. Provisions relating to leave do not prejudice the right of workers who enjoy better facilities under any award, agreement, etc.

(iii) *Health, safety and welfare*—Elaborate provisions have been made in the Act for safeguarding the health and safety of workers and for promoting their welfare. Every mine is required to make suitable arrangements for the supply of cool and wholesome drinking water to workers employed both above and below ground and to provide latrines and urinals for males and females separately at convenient places. Each mine is also required to maintain first-aid boxes or cupboards equipped with prescribed contents at the rate of one for every 150 workers. Such boxes or cupboards are to be kept under the charge of persons trained in first-aid. The Act further provides that every mine employing over 500 workers shall maintain ambulances and stretchers of the prescribed standard and also an ambulance room of the prescribed size, etc. Ambulances and stretchers etc., are to be kept under the charge of such medical and nursing staff as may be prescribed by the Central Government.

In order to ensure safety of workers, the Chief Inspector of Mines and Inspectors of Mines have been authorised to issue directions to employers to adopt such preventive measures as they may consider necessary for the purpose. The Act further provides that if the Chief Inspector of Mines or any Inspector authorised by him feels that there is urgent or immediate danger to the life or safety of workers in any mine he may prohibit, until the danger is removed, the employment, in any mine or part thereof, of any person whose employment is not necessary for removing the danger. Provision has also been made for compulsory reporting by the owners, agents or managers of mines of

all cases of fatal accidents as well as certain types of serious accidents. The Act also provides for an enquiry in respect of all cases of fatal accidents. The Central Government have been empowered to notify any disease connected with mining operations as an occupational disease in mines. By a notification issued in July 1952, the Government have notified Silicosis and Pneumo-coniosis as diseases connected with the mining operation. When such a notification is issued it becomes incumbent on the employer to inform the Chief Inspector of Mines of any occurrence of notified diseases in his mine. Similarly, every doctor attending on workers suffering from such diseases is required to report such cases to the Chief Inspector of Mines. The Central Government has been empowered to appoint a competent person to enquire into and report on, any case of occupational disease.

Certain other matters affecting the safety of workers which are to be regulated by the regulations issued under the Act are: qualifications of managers of mines, storage, conveyance and use of explosives; safety of the road and working places; inspection of workings and sealed-off fire-areas in mines; ventilation, lighting and fencing. By a notification issued on 24th October 1957, the Central Government framed the Coal Mines Regulations, 1957, which supersede the Indian Coal Mines Regulations, 1926, and the Coal Mines (Temporary) Regulations, 1955. The Regulations of 1957 provide for more effective measures to prevent as also to deal with dangers from inflammable and noxious gases, dust, flooding and outbreak of fire or spontaneous heating. Provision has also been made for adequate safeguards for persons working underground and for periodical examination of shafts, inclines and outlets to the surface. The responsibilities and duties of different categories of staff engaged in coal mines have been clearly defined to ensure that various safety measures are strictly followed. The Central Government have also taken steps to frame similar regulation in respect of metalliferous mines.

The Central Government are authorised to make rules requiring mines (i) to maintain creches if women workers are employed, (ii) to maintain at or near pitheads locker rooms and bathing places equipped with shower baths separately for men and women, (iii) to provide and maintain rest shelters, where more than 250 persons are ordinarily employed, (iv) to provide and maintain canteens, where more than 150 persons are ordinarily employed and where the Chief Inspector of Mines or Inspectors of Mines specifically ask the mine to do so, and (v) to employ Welfare Officers if 500 or more workers are normally employed. In exercise of these powers the Central Government framed certain rules called the Mines Rules, 1955 in July 1955. These rules regulate the appointment, etc., of Mining Board, Courts of Inquiry and Certifying Surgeons, prescribe the standards of welfare amenities and forms of registers and notices; and lay down the procedure for granting leave with wages. The Central Government have also initiated action to frame Coal Mines Pithead Bath Rules, under section 58 of the Mines Act, 1952. These rules will repeal the existing Coal Mines Pithead Bath Rules, 1946 framed under the Indian Mines Act, 1923.

Government have also been empowered to make rules providing for the establishment of Central rescue stations for a certain group of mines or for all mines in a specified area and for their management, etc. The Act provides for the levy of excise duty, not exceeding,

six pies per ton on coal and coke produced in and despatched from mines for which rescue stations may be set up. The proceeds of the excise duty are to be utilised for the creation of a central rescue station fund. At present there are two rescue stations one at Jharia and another at Sitarampur, and it is proposed to establish similar rescue stations in other coalfields. A sum of Rs. 3,41,805 was realized as excise duty during 1957-58 to meet the expenditure on the maintenance, etc., of the rescue stations.

Section 26 of the Act authorises the Central Government to apply subject to such exceptions and restrictions as may be specified in the notification issued by them, the provisions of chapter III (Health) and chapter IV (Safety) of the Factories Act, 1948 to all mines.

(iv) *Employment of women and young persons*—The Act lays down that women workers cannot be employed in any part of a mine which is below ground and while working above ground they cannot be employed except between the hours of 6 A.M. and 7 P.M. The Central Government has been empowered to relax restrictions regarding employment of women during night but in no case they can be allowed to work between the hours of 10 P.M. and 5 A.M.

The Act fixes the minimum age of employment in mines at 15 and prohibits employment of children below that age in any part of the mine which is below ground or in any open excavation in which any mining operation, is being carried on. In respect of an adolescent i.e., persons between the ages of 15 and 18, the Act lays down that they cannot be employed below ground unless they are certified fit to work as adults by a certifying surgeon and they carry token to that effect while at work. An adolescent even if certified fit to work as an adult cannot be employed under ground in any mine except between the hours of 6 A.M. and 6 P.M.

Administration—For purposes of administration, the Act provides for the appointment of a Chief Inspector of Mines. He is to be assisted in his duties by the Inspectors of Mines and by District Magistrates who may exercise the powers and perform the duties of an Inspector subject to the general and special orders of the Central Government. The Act also provides for the appointment of certified surgeons who are to carry out prescribed duties in connection with the examination of young persons and of persons engaged in dangerous occupations or processes and to exercise medical supervision in cases of occupational diseases.

Enforcement—The total number of inspections made during the period January to September 1957 for which information is available was 5,831. The quarterly average of inspections during January–September 1957 was 1,944 as against 1,739 in 1956*. The total number of prosecutions launched against owners, etc., for violations of the provisions of the Mines Act and Rules and Regulations framed thereunder was 544 during 1956. The corresponding figure for the period from April to September 1957 was 346. The year 1957 witnessed a major accident in Rajpulen Barytes Mines due to fall of sides which took a toll of 11 lives.

*The average for 1956 relates to all the four quarters of the year.

3. Plantations

(a) THE TEA DISTRICTS EMIGRANT LABOUR ACT, 1932*

Object and scope—The object of the Act is to regulate the recruitment of workers for tea gardens in Assam so as to prevent recruitment by enticement and false representation and to ensure proper arrangements for medical attendance, feeding and rest during their journey to Assam. Under the Act, the assisted emigrants have the right to repatriation at the cost of the employer. The Act applies to the whole of India, except Jammu and Kashmir.

Main provisions—The Central Government are authorised under the Act to declare any area within a State to be a controlled emigration area and to grant a licence to any person to act as a local forwarding agent on behalf of an employer or employers. Such licences can be granted only on the application of an employing interest. The Government, however, can refuse to entertain an application if the employing interests have not made proper provision for forwarding, accommodation and feeding of assisted emigrants on their journey to the tea estates. Recruits from controlled emigration areas can be sent to Assam only through licenced local forwarding agents. Assisted emigrants from such areas can be sent to Assam through the prescribed routes and on their journey must be accompanied by a competent person deputed by the local forwarding agent. The Central Government can also declare any controlled emigration area or any part of such an area to be a restricted recruiting area. In that case no person except a licenced forwarding agent, a person having a licence for recruitment or a garden *Sardar* holding a certificate from the owner or manager of the tea estate, can assist another person to proceed to Assam as an assisted emigrant.

The Act prohibits any assistance to children below 16 years of age to proceed to Assam unless they are accompanied by their parents or other relatives on whom they are dependent. Similarly, no married woman who is living with her husband can be assisted to proceed to Assam without the consent of her husband. Under the Act every emigrant labourer and his family has a right of repatriation at the cost of the employer after the expiry of three years from the date of his entry into Assam or at an earlier date in certain special circumstances. The Act requires the employer to pay not only the fare for the journey but also subsistence allowance for the period of the journey.

The Central Government are empowered by the Act to make rules prescribing the qualifications of persons who may be granted licences to act as recruiters, the collection of a cess, the accommodation and the scale of diet to be provided and the sanitary arrangements to be made at each depot, etc. In exercise of these powers the Government of India framed the Tea Districts Emigrant Labour Rules in 1933. By a notification issued on October 1954, these rules were amended, *inter alia*, (1) to ensure that emigrant labourers are forwarded to the Assam tea estates by railway routes passing wholly through India, (2) to protect the repatriation rights of labourers who entered Assam as dependent children and are subsequently employed in tea estates as

*For historical background see *Indian Labour Year Book*, 1947-48, p. 39; 1948-49, issue pp. 54-55.

adults, and (3) to punish a *Sardar* engaged in recruitment if he gives to the forwarding agent incorrect information about labourers recruited by him. The amendment also provides that the employers should report to the Controller of Emigrant Labour (a) the names of emigrants who postponed their right of repatriation, (b) the repatriation of emigrants as they occur, and (c) abscondances and transfers of emigrants as they occur. By a notification dated 24th December, 1955, the Government of India extended the Tea Districts Emigrant Labour (Bihar and Orissa) Rules to the whole of the State of Orissa.

Administration—For purposes of the administration, the Act provides for the appointment of a Controller of Emigrant Labour. He may be assisted by Deputy Controllers of Emigrant Labour and Civil Surgeons and District Magistrates. His function is to supervise the recruitment and repatriation of emigrant labourers. To meet the expenses of the Controller and his establishment, the Act provides for the levy of a cess on the employing interests, at such rate not exceeding nine rupees for each assisted emigrant entering Assam, as the Central Government may determine for the year of levy. The rate of cess in 1955-56 was fixed at rupees five.

The annual reports on the working of the Tea Districts Emigrant Labour Act contain some data regarding the working and living conditions of labour in the Assam tea plantations. The statistics regarding emigrant labour in Assam are reproduced below:—

TABLE NO. CXV
EMIGRANT LABOUR IN ASSAM, 1947—1956

Year ending September of	Total labour population	Number of		
		New emigrants	Emigrants repatriated	Emigrants who postponed their right of repatriation
1947	9,66,057	43,007	21,047	13,675
1948	9,79,005	36,758	21,613	17,511
1949	9,94,821	32,432	26,793	23,922
1950	10,05,232	28,100	29,898	18,376
1951	10,31,762	39,783	32,643	18,377
1952	10,17,192	38,513	27,433	20,542
1953	5,66,564*	4,774	31,240	15,051
1954	6,86,671	534†	17,641	19,960
1955	8,61,164	24,799	17,075	24,619
1956	8,92,544	10,324	15,312	21,301

*Excluding Lakhimpur.

†The drop in the number of new emigrants was due to Assam Government's request to planters not to recruit labour from outside the State, but to meet their requirements by transfer from gardens having surplus labour.

(b) THE PLANTATIONS LABOUR ACT, 1951*

Object and scope—The object of the Act is to regulate the working conditions of labourers employed in plantations. It applies to the whole of India except Jammu and Kashmir and covers, in the first instance, all tea, coffee, rubber and cinchona plantations measuring 25 acres or more and wherein 30 or more persons are employed or were employed on any day of the preceding twelve months. The State Governments are, however, empowered to apply the Act to any other class of plantations with the prior approval of the Central Government. Though the Act came into force with effect from 1st April 1954, only such provisions of the Act as could be given effect to without framing the Rules became operative from that date. So far, six States, viz., Assam, Bihar, Madras, Mysore, Uttar Pradesh and West Bengal and two Union territories, viz., Himachal Pradesh and Tripura, have framed the Plantation Labour Rules. But the rules in some of the States do not cover all the items for which provision is required to be made in them under the Act. The State Governments of Kerala and Punjab have published draft rules in this respect.

Main provisions—The main provisions of the Act deal with (i) Hours of work, rest interval, etc., (ii) Health and welfare, (iii) Leave with wages, and (iv) Employment of children and young persons. Important features of the provisions of the Act in these respects are given below:—

(i) *Health and welfare*—The Act provides for (a) housing, (b) medical aid, (c) recreational and educational facilities, etc. In the matter of *housing*, every employer is required to provide and maintain, for every worker and his family residing in the plantation, the necessary housing accommodation. The standard and specification of the accommodation to be provided; the selection and preparation of sites for the construction of houses and the size of such plots; rent chargeable from workers; the procedure for allotting housing accommodation and suitable strips of land adjoining such accommodation for use as kitchen gardens and the definition of what constitutes the family of a worker for purposes of housing accommodation are to be prescribed in the rules framed by the State Governments. Under the rule making powers conferred by the Act, the State Governments are authorised to constitute tripartite advisory boards for consultation in regard to matters connected with the provision of housing accommodation. So far as *medical aid* to workers is concerned, the same is to be provided in accordance with the rules framed by the State Governments for the purpose. The workers are also entitled, subject to any rules framed by State Governments, to sickness allowance and maternity allowance under such conditions as the State Governments may prescribe. As regards *recreational and educational facilities*, etc., the Act empowers the State Governments to frame rules for providing such recreational facilities as may be prescribed. In regard to education, State Governments are empowered to make rules for providing facilities in this respect in estates where there are more than 25 workers' children between the ages of 6 and 12. Planters ordinarily employing 150 workers are required to provide and maintain canteens. Creches are to be maintained in such plantations as employ 50 or more women workers. Some of the other amenities to be provided by the

*For historical background see *Indian Labour Year Book*, 1950-51, pp. 68-69.

employers include supply of drinking water, maintenance of latrines and urinals separately for men and women, supply of protective clothing, etc., to workers. The exact standards of these facilities are to be prescribed under rules framed by the State Governments. The Act also provides that plantations ordinarily employing 300 or more workers should appoint welfare officers. Their number, duties, qualifications, etc., are to be prescribed by the State Governments.

(ii) *Hours of work, rest interval, etc.*—The weekly hours of work for adults have been fixed at 54. For children, i.e., persons below 15 years and adolescents, i.e., persons between 15 and 18 years a 40-hour week has been prescribed. The Act does not fix daily hours of work but lays down that the period of work of an adult worker shall be so arranged that it does not spread over more than 12 hours a day including rest intervals and the time spent in waiting for work. Except with the permission of the State Government, no woman or child worker can be employed in any plantation otherwise than between the hours of 6 A.M. and 7 P.M. Workers must be given an interval for rest of at least half an hour after 5 hours' work. The hours of work for a normal working day for purposes of wages and overtime are to be fixed under rules framed by the State Governments. The Act empowers the employers to refuse to employ a worker on any day if on that day he turns up for work more than half an hour after the scheduled time for the commencement of the work. The State Governments can frame rules to provide for (a) a weekly day of rest, and (b) payment for work done on the weekly day of rest. The rate of payment is to be not less than the overtime rate prevailing in the area. Where there is no such rate, the State Government may fix such rate as they may deem proper. Workers have been given option to work on any day of rest which is not a closed holiday. However, they are not allowed to work for more than 10 days at a stretch without a day of rest. The Act provides that where on any day a worker has been prevented from working by reason of tempest, fire, rain or other natural cause, that day may, if he so desires, be treated as his weekly day of rest for the week concerned. Persons whose total period of employment in any week is less than 6 days are, however, not entitled to a weekly day of rest.

(iii) *Employment of children and young persons*—Employment of children below the age of 12 is prohibited by the Act. Persons between the ages of 15 and 18 are declared to be adolescents. No child or adolescent can be employed for work unless he is certified fit to work by a duly appointed certifying surgeon and unless he carries a token to this effect while at work. A certificate of fitness granted by a certifying surgeon is valid only for a period of 12 months.

(iv) *Leave with wages*—The Act provides that every worker shall be allowed leave with wages at the following rate: (a) if an adult, one day for every 20 days of work, and (b) if a child or an adolescent, one day for every 15 days of work. Workers are entitled to accumulate leave up to a maximum of 30 days. During the period of leave they are to be paid at the rate equal to the daily average of their full-time wages, excluding bonus and overtime earnings but including dearness allowance and money value of food concessions, if any. These provisions do not prejudice the right of workers enjoying better facilities under any award, agreement, etc.

Enforcement—The enforcement of the Act is the responsibility of the State Governments who may appoint a Chief Inspector of Plantations together with such ancillary staff as may be needed. The reports* received from the State Governments of Madras, Mysore, Uttar Pradesh, West Bengal and the Administration of Tripura on the working of the Act during 1957 contain data regarding the number of estates covered; etc., by the Act, and the same are briefly summarised below:—

TABLE NO. CXVI

NUMBER OF ESTATES, ETC., COVERED BY THE PLANTATION LABOUR ACT AND THE RULES THEREUNDER IN 1957

	Madras	Mysore†	Uttar Pradesh	West Bengal	Tripura
1. Date when the plantation labour Rules came into force.	December, 1955	October, 1956	March, 1957	December, 1956	September, 1955
2. Number of estates covered.	261	705	16	283	55
3. Total acreage of above estates.	1,03,155	1,01,631	N.A.	N.A.	N.A.
4. Total employment in these estates.	79,489	78,000	1,994	1,37,281‡	11,000§

*For a summary of the reports on the Working of the Act, see *Indian Labour Gazette*, December 1958 issue; vide pp. 40-44.

†The data relate to the financial year 1957-58.

‡The figures relate to only 172 estates submitting returns in this regard.

§Approximate figures.

N.A.—Not available.

4. Transport

(a) THE INDIAN RAILWAYS ACT, 1890

Object and scope—Except for workers employed in railway workshops covered by the Indian Factories Act, there was no statutory regulation of the conditions of work of railway servants, till 1930. In that year the Government of India ratified two International Labour Conventions, viz., Hours of Work (Industry) Convention, 1919 and Weekly Rest (Industry) Convention, 1921 and gave effect to them by amending the Indian Railways Act, 1890. By the Indian Railways (Amendment) Act, 1930 a new Chapter (VIA) was added to the original Act.

Main provisions—The main provisions of the Amending Act of 1930 deal with (i) clarification of railway servants. (ii) hours of work. and (iii) periods of rest, of railway employees not covered by the Factories and the Mines Acts or specifically excluded by the Central Government from the scope of these Acts. Workers covered by Chapter (VIA) of the Act are classified into two categories—continuous workers and essentially intermittent workers. The hours of the latter category are 84 a week and those of continuous workers, 60 a week on an average during a month. Generally railway servants have to be given a rest of not less than 24 consecutive hours in a week commencing on Sunday. This provision, however, does not apply to essentially intermittent workers or to those for whom shorter periods of rest are prescribed. Sections 71C and 71D of the Act, however, authorise the appropriate authority to grant temporary exemptions from the provisions of the Act relating to hours of work and rest periods in cases of emergency and exceptional pressure of work. Whenever overtime is worked, it must be paid at not less than one and a quarter times the ordinary rates of pay.

Railway Servants (Hours of Employment) Rules, 1951—The Central Government have been empowered to make rules regarding certain matters dealt with by the Act. In exercise of the power the Central Government framed rules known as the Railway Servants (Hours of Employment) Rules, 1931. The Act and the rules framed thereunder are generally referred to as the Hours of Employment Regulations. In 1946, the Government of India appointed late Shri G. S. Rajadhyaksha to adjudicate on the dispute relating to hours of work, periodic rest, leave reserves, leave rules and holiday concessions for daily rated and inferior staff of the railways. The Adjudicator submitted his award to Government in May 1947 recommending the extension of the scope of the Hours of Employment Regulations so as to cover various other categories of workers who were then excluded and made certain recommendations regarding classification of railway servants, hours of work, leave with pay, etc. The recommendations regarding hours of work, periods of rest and leave reserves were accepted by the Government of India and were declared binding for a period of three years by an order issued in June 1948. Since the implementation of the recommendations of the Adjudicator involved reclassification of all railway employees the Government issued instructions to Railway Administrations to implement the award by 31st March 1951. The award was implemented on all railways. With a view to incorporating the recommendations of the Adjudicator regarding hours of work and period of rest, the Government of India framed fresh rules, called the Railway Servants (Hours of Employment) Rules, 1951* in supersession of the Railway Servants (Hours of Employment) Rules, 1931.

Indian Railways (Amendment) Act, 1956—Although the recommendations of the Adjudicator were implemented by amending the Rules framed under section 71E of the Indian Railways Act, 1890, the Central Government considered it advisable to amend Chapter VIA of the Act with a view to giving statutory force to the Adjudicator's award regarding hours of work, periods of rest, etc. This decision was given effect to in the Indian Railways (Amendment) Act, 1956.

*For details see *Indian Labour Year Book*, 1955-56; pp. 260-261.

Administration—The administration of the Hours of Employment Regulations is the responsibility of the Chief Labour Commissioner (Central). Each of the seven railway regions is in the charge of a Regional Labour Commissioner (Central), who is responsible for the administration of the Regulations. The Regional Labour Commissioners are assisted in this work by the Conciliation Officers (Central) and Labour Inspectors (Central). The Conciliation Officers have been declared by the Government as Supervisors of Railway Labour.

Enforcement—The Report of the Chief Labour Commissioner (Central) on the working of the Hours of Employment Regulations in Railways for the year 1956-57 shows that the total number of workers covered by the Regulations was 10,80,753 in 1956-57 as against 10,11,039 in the previous year. The distribution of these workers in 1956-57 in all the seven regions classified according to the nature of work was as follows:—Intensive—2,041 (0.19 per cent.); Continuous—7,18,415 (66.47 per cent.); Intermittent—1,19,274 (11.04 per cent.) and, Excluded—2,41,023 (22.30 per cent.). The enforcement authorities inspected, during 1956-57, 5,796 establishments and detected 13,208 irregularities as compared to 7,207 inspections and 15,593 irregularities in the previous year. Of the 13,208 irregularities detected during 1956-57, 5,409 related to non-existence of, non-display of, out of date, illegible or defective rosters; 1,317 to working beyond rostered hours; 1,684 to working on rest days; 1,138 to cases in which compensatory-off was not given in lieu of weekly rest; 644 to non-display of regulations; and 458 to non-payment of overtime allowance. The maximum number of irregularities detected was in the Transport Departments (9,052) and the minimum was in the Medical Department (264). Irregularities numbering 4,747 or 36 per cent. were rectified. 70 were contested by the Railway Administration and 8,391 were pending at the end of the year.

(b) THE INDIAN MERCHANT SHIPPING ACT, 1923*

Object and scope—The origin of legislation for mercantile workers can be traced to as far back as the middle of the nineteenth century. Since then a series of Acts came into operation. With a view to consolidating the earlier enactments and to regulating various matters connected with merchant shipping, the Indian Merchant Shipping Act, 1923 was passed. Part II of the Act regulates the conditions of employment of Indian Seamen. Since its enactment the Act has been amended on several occasions. Among the important amending Acts are the ones passed in 1949 and 1951. The amending Act of 1949 was passed to regulate the supply of maritime labour by providing for the setting up of Seamen's Employment Offices, while the amending Act of 1951 was passed to provide for the medical examination of seamen and to authorise the Central Government to notify the authorities by whom such examinations may be conducted.

Main provisions—The main provisions of the Act relate to (i) recruitment and employment offices, (ii) payment of wages, (iii)

*The Act has since been repealed by a new Act, viz., The Merchant Shipping Act, 1958 which received the assent of the President on the 30th October, 1958.

health, welfare and medical examination, and (iv) employment of young persons, and are given below :

(i) *Recruitment and employment offices*—Under the Act a seaman can be engaged on an Indian, British or Foreign Ship only by a master of the ship in the presence of a Shipping Master in the prescribed manner. The amending Act of 1949 empowers the Central Government to establish Seamen's Employment Offices at such ports as they think fit for the purpose of engaging or supplying seamen for merchant ships. The Government are also empowered to direct that at any port at which no separate Seamen's Employment Office has been established the functions of the Seamen's Employment Office shall be discharged by such person or body of persons as may be specified. Such persons or body of persons are to be deemed to be Seamen's Employment Officer for the purposes of the Act. At any port where such an office has been established no person can receive or accept to be entered on board a ship any seaman unless such a seaman has been engaged through or supplied by such office. In exercise of the powers conferred by this Act the Central Government framed the Indian Merchant Shipping (Seamen's Employment Office, Bombay) Rules in May 1954 and the Indian Merchant Shipping (Seamen's Employment Office, Calcutta) Rules in October 1954. Seamen's Employment Offices were opened at the ports of Bombay and Calcutta in June 1954 and March 1955 respectively. The employment office scheme was extended to seamen employed on Home Trade Ships in Bombay with effect from the 1st September 1957. During the year ending December 1957, 29,474 seamen were registered at the Calcutta office and 36,253 at the Bombay office. Of these registered, 22,597 got engagements at Calcutta and 33,721 at Bombay during the same period.

Payment of wages—A seaman's right to wages begins either at the time at which he commences work or at the time he is required to present himself on board a ship whichever is earlier. The Master or owner of a ship is required to pay to every seaman his wages within three days after the cargo has been delivered or within five days after the seaman's discharge whichever is earlier. In the case of delayed payment a seaman is entitled to compensation at the rate of two days' pay for every day of delay subject to a maximum of 10 days' double pay. The Act also lays down the procedure to render accounts to seaman regarding his wages, system of making advances and deductions from wages and payment of wages in cases in which the agreement of a seaman is prematurely terminated. Seamen are also protected against the attachment or assignment or sale of their wages made prior to their accrual.

Health, welfare and medical examinations—The provisions of the Act relating to health and welfare of the seamen cover accommodation, food, water supply, medical attendance in case of illness and grant of relief to distressed seamen aboard a ship. Every seaman on board a ship is entitled to living accommodation of not less than 12 superficial feet and 72 cubic feet.

The Amending Act of 1951 prohibits the employment of seaman to serve in any capacity in any ship unless he is in possession of a certificate in the prescribed form granted by the prescribed authority

to the effect that he is physically fit to be employed in that capacity. The Indian Merchant Shipping (Medical Examination) Rules, framed by the Central Government in July 1951 provide for the appointment of medical officers at ports, prescribe the standards of physical fitness, lay down the procedure for medical examinations, etc. Arrangements for medical examination of seamen before recruitment is now in existence and seamen are required to appear for medical examination once in every five years instead of once in every two years. Special arrangements for making available to seamen test certificates, specialists' opinion, X-ray photographs, etc., at concessional rates have been made in cases in which these are called for by the Medical Examination Centre. An Appeal Board is also in existence to hear appeals filed by seamen declared unfit by doctors under the scheme.

Employment of young persons—Employment of children below the age of 14, with certain exceptions, is prohibited. Similarly employment of young persons below the age of 18 as trimmers or stokers, except under certain specified conditions, is also prohibited in any ship registered in India.

Other provisions—Under the Act the master of every Indian or British Ship, except home-trade ships of a burden not exceeding 300 tons, is required to enter into an agreement with every seaman at the time of engagement, in the prescribed form, providing details regarding the voyage, the conditions of work and wages, etc. The procedure for terminating the services of seamen, grant of discharge certificates, etc., to them has also been laid down in the Act.

Other provisions of the Act deal with disciplinary matters, disposal of the property of deceased seamen, grant of relief to distressed seamen, etc. A seaman who had been lawfully engaged cannot leave the ship unless his agreement terminates. A deserter is liable to forfeit all or any part of his effects which he leaves on board and also the wages he may have earned.

Administration—Part II of the Act relating to employment of seamen is administered by Shipping Masters who are assisted by Deputy Shipping Masters. The Shipping Masters supervise and facilitate the engagement and discharge of seamen in the manner prescribed by the Act and provide means to secure their presence on board at the proper time. Seamen's Welfare Officers stationed at Calcutta and Bombay co-ordinate the welfare activities in the respective ports and also assist in arranging medical and hospital facilities for seamen.

(c) THE DOCK WORKERS (REGULATION OF EMPLOYMENT) ACT, 1948

Object and scope—The Dock Workers (Regulation of Employment) Act was passed in March 1948 mainly with a view to eliminating the hardships caused to dock workers on account of the casual nature of their work. The Act empowers the Central Government in the case of major ports, and the State Governments in case of other ports, to frame a Scheme for the registration of dock workers in order to ensure greater regularity of employment and to regulate the employment of dock workers, whether registered or not, and the terms and conditions of such employment in any port.

main provisions—The Schemes framed under the Act may *inter alia* provide for (i) regulating the recruitment of dock workers and their registration; (ii) regulating the terms and conditions of employment; e.g., rates of wages, hours of work and holidays with pay; (iii) prohibiting, restricting or otherwise controlling the employment of dock workers to whom the scheme does not apply; (iv) training and welfare of dock workers; (v) health and safety measures in places where dock workers are employed in so far as satisfactory provision therefor does not exist, and (vi) payment to dock workers, covered by the scheme, of minimum pay for periods during which employment or full employment may not be available for them. The Act also provides for the setting up of an Advisory Committee to advise on such matters arising out of the Administration of the Act or any scheme made thereunder as may be referred to it by the Government. The Committee is to consist of not more than 15 members—five each representing Government, Labour and Employers. The Act also provides for the appointment of Inspectors for the purposes of the Act at such ports as may be specified in the notification.

Dock Workers (Advisory Committee) Rules, 1949—Rules for regulating the constitution, procedure, etc., of the Advisory Committee were framed by the Government of India in 1949. In February 1950, a Dock Workers Advisory Committee was formed with the Chief Labour Commissioner (Central) as Chairman. This Committee was reconstituted in 1954. The Government have also prescribed the method of lodging complaints with the Inspectors, to be appointed under the Act, regarding the contraventions of provisions of the schemes and also the duties of the Inspectors in relation to such complaints.

Between 1951 and 1953, the Government of India framed separate schemes regulating the employment of dock workers for each of the three major ports, viz., Bombay*, Calcutta† and Madras‡. After the implementation of the schemes, complaints started coming to the Government from different quarters regarding working thereof. Because of these complaints the Government of India appointed in January 1955 an Enquiry Committee consisting of ten members under the chairmanship of Shri S. S. Vasist to enquire into the working of the schemes and to recommend modifications thereon considered desirable. The Committee submitted its report§ in September 1955.

The three schemes do not among themselves differ much. Their aim is to ensure greater regularity of employment for dock workers and to secure an adequate number of workers for the efficient performance of work. The main provisions contained in the schemes relate to the constitution and functions of the Dock Labour Boards and Administrative Bodies, duties and responsibilities of officers of these bodies, maintenance of registers, registration, payment of guaranteed minimum wages, attendance wages and disappointment money to registered workers, etc. The Schemes also provide for restrictions on employment, pay in respect of unemployment or under-employment,

* For details see *Indian Labour Year Book*, 1950-51, pp. 78-80.

† For details see *Indian Labour Year Book*, 1952-53, pp. 64-65.

‡ For a summary of the main recommendations of the Committee, see *Indian Labour Year Book*, 1954-55, pp. 59-60.

disentitlement to payment, disciplinary procedure for contravention of the provisions of the Schemes by the workers, termination of employment, appeals by workers and employers, and provident fund and gratuity. Penalties have been prescribed for contravention of provisions relating to the restriction on employment*. These schemes also provide that the administrative cost of the Scheme shall be defrayed by payments made by registered employers to the Board by way of percentage on the gross wages payable to the workers. In determining the rate of payments, the Board may fix different percentages for different categories of workers. In case the levy is to exceed 50 per cent. on gross wages it is to be sanctioned by the Board with the prior approval of the Central Government.

Administration—The total number of workers registered under the Schemes till 31st March 1957 was 5,294 at Bombay, 10,762 at Calcutta and 1,741 at Madras. Though the rate of levy was fixed by the Board with effect from 1st June 1956 at 40 per cent. of wages of pool workers and 25 per cent. of wages of monthly paid workers, these rates could not be enforced on account of an injunction issued by the Calcutta High Court. In view of this the rate of levy on the gross wages of pool and monthly workers in Calcutta, during the year 1956-57, continued to be 35 per cent. The employers are, however, entitled to reimbursement in respect of the levy on leave salary of monthly paid workers and their provident fund contribution. In Madras, the rate of levy was reduced from 43½ per cent. to 27½ per cent. with effect from 1st April 1957. On the recommendation of its Budget Sub-Committee, the Madras Dock Labour Board decided to levy 10 per cent. of the gross wages towards welfare fund with effect from 1st April 1957. In Bombay, the rate of levy was increased from 30 per cent. to 45 per cent. with effect from 1st February 1957.†

The Bombay Dock Labour Board continued to make considerable progress in the activities connected with workers' welfare. The construction of a housing colony consisting of 571 tenements was undertaken by the Board in November 1956 and it was expected to be completed early in 1958. The Board also started a well-equipped dispensary in July 1956 where free treatment is available to the workers. A canteen also started functioning in October 1956. The Board appointed a Welfare Officer to enlarge the scope of welfare amenities for the workers. The total income of the Board during the year ending 31st March 1957 was Rs. 18.3 lakhs and the total expenditure during the same year was Rs. 24.7 lakhs. The total income of the Madras Dock Labour Board during the year ending 31st March 1957 was Rs. 20.4 lakhs. Out of this amount a sum of Rs. 11.4 lakhs was paid as wages, Rs. 11,290 as overtime pay, Rs. 13,394 as stream allowance, Rs. 1,701 as disappointment money, Rs. 10,740 as attendance wage, Rs. 42,501 as provident fund. The Board constituted a welfare fund as envisaged under the new Scheme. The Board also decided to transfer to this fund a sum of Rs. 5 lakhs from out of its accumulated surplus to be earmarked for a housing scheme. About 21 acres of land was also purchased for the construction of houses. The Board opened a dispensary for workers at the end of November 1956.

*For further details of the Schemes see *Indian Labour Year Book*, 1953-56, pp. 265-266.

†In the second half of the year 1957, the rate of levy was as high as 75 per cent. of the daily wage.

Enforcement—Some data relating to the enforcement of the provisions of the Schemes during 1956-57 are available in the annual reports of the Dock Labour Boards at Bombay and Madras*. The same are given below:—

TABLE NO. CXVII

COMPLAINTS, ETC., RECEIVED BY THE DOCK LABOUR BOARDS DURING 1957

	Bombay	Madras
1	2	3
I		
1. Number of complaints from workers against other workers/employers.	67	36
2. Number of cases in which disciplinary action was taken	23	14
3. Number of cases which were settled by compromise ..	15	No action
4. Number of cases which were settled in favour of workers]	7	Do.
5. Number of cases which were dismissed	22	No action.
II		
1. Number of complaints from stevedores and other employers against workers.	644	208
2. Number of workers involved	2,840	1,238
3. Number of workers—		
(i) against whom disciplinary action was taken ..	66†	315
(ii) in respect of whom disciplinary action was not taken on account of various reasons.	16†	943
(iii) in whose cases the complaints were dismissed ..	18†	..

In addition to the above, 14 complaints relating to alleged breach of the Scheme were received against Stevedores from the workers in Bombay during the period 1st April 1956 to 7th November 1956. In three of these cases, warnings were issued, in 5 cases stevedores were asked to exercise more care and pay full wages to the workers concerned, and no action was considered necessary in the remaining 6 cases.

*Similar data are not available for Calcutta.

†These figures show percentages.

5. Legislation Relating to Workers in Shops and Commercial Establishments

OBJECT AND SCOPE

State Acts—The working conditions of the employees in shops and commercial establishments in India are regulated by Acts passed by the State Governments.* These Acts regulate, *inter alia*, the daily and weekly hours of work, rest intervals, opening and closing hours of establishments, payment of wages, overtime pay, holidays with pay, annual leave, employment of children and young persons, etc. During the year 1956, all the reorganised States, except Rajasthan† and three Union Territories, viz., Delhi, Himachal Pradesh and Tripura, had either their own Acts or had adopted or applied to their areas the Acts passed by other States. Subject to certain specific exceptions, these Acts apply in the first instance to shops, commercial establishments, restaurants, hotels and places of amusement in certain selected urban areas. The State Governments are, however, empowered to extend the 'application' of the Acts to such other areas or to other categories of undertakings in such areas as they may consider necessary. Certain types of employees, such as those employed in a confidential capacity or whose work is of intermittent nature, are excluded from the scope of the Acts.

The Weekly Holidays Act, 1942—Besides the State Acts, there is also a Central Act known as the Weekly Holidays Act passed in 1942. It provides only for the grant of weekly holiday to persons employed in shops, commercial establishments, etc. This Act is permissive in character and is operative only in those States which notify its application to specified areas within their jurisdiction.

During the year 1956, the Central Act had been applied in Bihar, (in certain areas) Orissa, Rajasthan, in Telangana Region of Andhra Pradesh, the town of Bhopal in Madhya Pradesh, certain areas of West Bengal and Manipur. The Act is in force in Andaman and Nicobar Islands also.

Amendments to State Acts—The Madhya Bharat Shops and Establishments (First Amendment) Act was passed in 1956 and the same was enforced in certain towns of the erstwhile State. The Government of Madhya Bharat also extended the operation of the payment of Wages Act, 1936 to establishments covered by the State Shops and Establishments Act. State Governments of Andhra, Madhya Pradesh, Madras, Mysore, Orissa, Punjab, Uttar Pradesh and West Bengal extended the provisions of their respective Acts to new areas during 1956 having regard to the needs of employees in such areas, administrative convenience, etc.‡

Table No. CXVIII shows the number of shops, commercial establishments, theatres, etc., covered by the Acts in some of the States during 1956 and the number of persons employed therein.

*For historical background, etc., of these Acts, see *Indian Labour Year Book*, 1955-56 p. 267

†The Rajasthan Shops and Commercial Establishments Act, 1958 received the assent of the President on 24th July 1958 and shall come into force on the date to be notified by the State Government.

‡Orissa Shops and Commercial Establishment Rules, 1957 were finalised in April, 1958. These Rules are intended to regulate hours of work, weekly holidays, health, safety and welfare of employees, etc., and registration of establishments. The Punjab Shops and Commercial Establishments Act, 1938 (and rules framed thereunder) received the assent of the President on 25th April 1938. This Act repeals the old Punjab Trade Employees Act, 1940. The Act, is initially proposed to be applied to 143 towns in 18 districts of the State.

TABLE CXVIII
THE NUMBER OF SHOPS, COMMERCIAL ESTABLISHMENTS, ETC. AND THE EMPLOYMENT THEREIN DURING 1956 (COVERED UNDER THE STATE SHOPS AND ESTABLISHMENTS ACTS)

State (1)	Shops (2)		Commercial establishments (3)		Theatres and restaurant, etc. (4)		Total of (2) to (4)	
	Number	Employment	Number	Employment	Number	Employment	Number	Employment
1. Andhra ..	96,654	46,836	2,874	8,880	7,923	10,188	1,07,451	74,904
2. Assam ..	5,374	6,637	429	1,097	297	1,183	6,070	9,817
3. Bihar ..	38,106	53,925	2,132	9,027	1,398	4,551	41,036	68,403
4. Bombay ..	3,18,517	2,04,535	49,517	1,84,550	24,054	1,19,893	3,95,722	6,30,631
5. Kerala ..	29,739	27,055	950	3,541	4,397	7,000	35,092	39,186
6. Madhya Pradesh	39,897	24,447	1,810	5,515	2,882	12,618	44,499	42,580
7. Madras ..	1,56,919	1,44,080	6,144	34,029	17,291	45,386	1,80,294	2,33,495
8. Mysore ..	25,831	20,030	1,075	6,509	2,612	13,409	29,518	39,048
9. Orissa ..	4,283	13,377	438	1,986	772	2,797	5,493	18,160
10. Punjab ..	91,352	17,425	25,380	24,055	8,187	9,007	1,24,889	49,487
11. Uttar Pradesh* ..								
12. West Bengal ..	600	400	250	200	126	160	978	760
13. Himachal Pradesh	1,091	305	191	223	170	212	1,452	800
14. Tripura ..	953	1,206	14	226	207	408	1,174	1,840

* No provision for registration.

Main provisions—The main provisions of these Acts relate to (i) hours of work, (ii) payment of wages, (iii) holidays and leave, and (iv) employment of children and young persons.

(i) *Hours of work*—Table No. CXIX on pages 294 to 297 shows the main provisions of the State Acts relating to hours of work, rest intervals, payment for overtime work, etc.

(ii) *Payment of wages*—All the Acts contain provisions for regulating the payment of wages to employees. The Bombay and Madhya Bharat Acts empower the State Government to apply the provisions of the Payment of Wages Act to all or any class of establishments or to all or any class of employees covered by the Act. The Uttar Pradesh, Madras, Bihar, Hyderabad, Travancore-Cochin and Delhi Acts lay down that the wage period should not exceed one month, while the Punjab Act provides that it should not be more than a fortnight*. After they become due, wages must be paid within ten days under the Acts in West Bengal and Assam, seven days in Uttar Pradesh and Delhi, and five days in Madras and Hyderabad. The Punjab Act provides that wages must be paid on demand at the expiry of each wage period.

For overtime work the Bihar, Madras, Punjab, Uttar Pradesh, Orissa, Travancore-Cochin and Delhi Acts provide that employees should be paid at twice their ordinary rates of wages. The Madhya Pradesh, Hyderabad and West Bengal Acts lay down that overtime should be paid at one and a half times the ordinary rate of wages. In Bombay and Madhya Bharat, persons employed in shops, commercial establishment and places of amusement are entitled to get payment for over-time work at the rate of one and a half times their ordinary rate of wages and those employed in residential hotels, restaurants or eating houses are entitled to twice their ordinary rate of wages. The Bihar, Madras, Mysore, Uttar Pradesh, Travancore-Cochin and Delhi Acts make provisions for regulating deductions also.

(iii) *Holidays and leave*—Most of the Acts provide that employees shall be given weekly holiday. In addition to weekly holiday, all the Acts have made provision for grant of privilege leave, etc., to employees.

In Uttar Pradesh and Punjab, the Acts provide that all establishments must be closed on one day in a week. The Assam, Hyderabad and Madras Acts require only shops to close on one day in a week. The West Bengal Act lays down that every shop should be closed for one and a half days in a week. In the Bombay, Madhya Pradesh, Madhya Bharat and Delhi Acts, provision has been made for weekly closure of shops and commercial establishments but no such provision has been made for hotels, theatres, etc.

A summary of the provisions of these Acts as regards grant of weekly holiday, privilege leave, casual leave, sick leave, etc., is given in table No. CXX (pages 298-299).

(iv) *Employment of Children and young persons*—Special provisions are contained in all State Acts, for regulating the employments of children and young persons. The main provisions of the Acts in this regard are given in Table No. CXXI (*vide* page 300).

*The 1938 Act lays down wage period of not more than a month.

TABLE NO. CXIX
PROVISIONS OF THE STATE SHOPS AND COMMERCIAL ESTABLISHMENTS ACTS REGARDING HOURS OF WORK, REST INTERVALS, ETC.

Establishment	Assam	Bihar	Bombay	Kydenbad	Madhya Pradesh	Madras
1.	2.	3.	4.	5.	6.	7.
<i>Shops—</i>						
Daily hours	9	9	9	8	9	8
Weekly hours	50	48	48	48	..	48
Rest intervals	1 hour after 12 hours' work.	Half an hour after 5 hours' work.	1 hour after 5 hours' work.	1 hour after 5 hours' work.	1 hour after 5 hours' work.	1 hour after 4 hours' work.
Spreadover (in hours)	12	11*	11*	12	13	12
Opening Hour	..	7 A.M.	5 A.M. for shops dealing in perishable commodities, for others 7 A.M. 8-30 P.M. for Pan Bidi shops, etc., 11 P.M.	To be fixed by an order of Government.	7 A.M.	To be fixed by an order of Government.
Closing hour	7 P.M.	9 P.M.		Do.	9 P.M.	Do.
Overtime ..	..	Hours of work not to exceed 10 per day and 60 per week.	3 hours in a week*	Hours of work not to exceed 10 per day and 50 per week.	124 hours in a year.	2 hours in a day and 6 hours in a week.
<i>Commercial Establishments—</i>						
Daily hours	..	0	9	8	10 with a maximum of 208 in a month.	8
Weekly hours	..	48	48	48	..	48
Rest intervals	..	Half an hour after 5 hours' work.	1 hour after 5 hours' work.	1 hour after 5 hours' work.	1 hour after 4 hours' work.	1 hour after 4 hours' work.
Spreadover (in hours)	..	14	11*	12	12	12

Opening hour	..	9 A.M.	8-30 A.M.	To be fixed by an order of Government.	To be fixed by an order of Government.	To be fixed by an order of Government.
Closing hour	..	9 P.M.	8-30 P.M.	Do.	Do.	Do.
Overtime ..	..	Hours of work not to exceed 10 per day and 60 per week.	3 hours in a week	Hours of work not to exceed 10 per day and 54 per week.	120 hours in a year.	2 hours in a day and 6 hours in a week.
<i>Restaurants, places of amusements, etc.—</i>						
Daily hours	10	9	9	8	8	8
Weekly hours	..	48	..	48	..	48
Rest Intervals	Half an hour after 6 hours' work.	Half an hour after 5 hours' work.	1 hour after 5 hours' work.	1 hour after 5 hours' work.	1 hour after 6 hours' work.	Half an hour after 4 hours' work.
Supervisors (in hours)	14	14	14½	12	12	12
Opening hour	..	7 A.M.	5 A.M.	To be fixed by an order of Government.	..	To be fixed by an order of Government.
Closing hour	..	9 P.M.	11 P.M.	Do.	..	..
Overtime ..	..	Hours of work not to exceed 10 per day and 60 per week.	3 hours in a day. Such days not to exceed 10 in a year.	3 hours in a day ..	2 hours in a day, 6 hours in a week.	150 hours in a year.

* *Liquor served over is omitted in certain specified circumstances.*

† For theatres and other places of amusement, 11 hours.

* Only for residential hotels, restaurants and eating houses, for theatres and places of amusement the closing hour is 12 mid-night.

TABLE NO. CXIX—*contd.*

Establishment	Mysore	Madhya Bharat	Orissa	Punjab	Uttar Pradesh	West Bengal	Delhi
	8	9	10	11	12	13	14
<i>Shops—</i>							
Daily hours	8	9	9	10	8	10	9
Weekly hours	48	48	48	54	..	54	48
Rest Intervals	1 hour after every 4 hours' work.	1 hour after 5 hours' work.	Half an hour after 5 hours' work.	Half an hour after 4 hours' work.	Half hour after 5 hours' work.	Half an hour after 5 hours' work.	Half an hour after 5 hours' work.
Spreadover (in hours)	12	12*	12	..	..	12*	12
Opening Hour	To be fixed by an order of Government.	To be fixed by an order of Government.	To be fixed by an order of Government.	Summer 6 A.M. Winter 7-30 A.M.	Summer 7 A.M. Winter 8 A.M.	8 A.M.	Summer 7 A.M. Winter 8 A.M.
Closing hour	Do.	Do.	Do.	Summer 10 P.M. Winter 9-30 P.M.	Summer 10 P.M. Winter 9 P.M.	8 P.M.	Summer 10 P.M. Winter 9 P.M.
Overtime ..	2 hours in a day and 6 hours in a week.	3 hours in a week.	Not to exceed 10 hours per day.	150 hours in a year.	120 hours in a year for adults.	150 hours in a year.	150 hours in a year; hours of work not to exceed 54 per week.
<i>Commercial Establishments—</i>							
Daily hours	8	9	9	10	8	..	9
Weekly hours	48	48	48	54	..	..	48
Rest Intervals	1 hour after 4 hours' work.	1 hour after 5 hours' work.	Half an hour after 5 hours' work.	Half an hour after 4 hours' work.	Half an hour after 5 hours' work.	..	Half an hour after 5 hours' work.
Spreadover (in hours)	12	11*	12	..	..	..	10½

Operating hour	To be fixed by an order of Government.	To be fixed by an order of Government.	To be fixed by an order of Government.	Summer 6 A.M. Winter 7-30 A.M.	As for shops ..	..	Summer 7 A.M. Winter 8 A.M.
Closing hour	Do.	Do.	Do.	Summer 10 P.M. Winter 9-30 P.M.	Do.	..	Summer 10 P.M. Winter 9 P.M.
Overtimes ..	2 hours in a day and 6 hours in a week.	3 hours in a week.	Not to exceed 10 hours per day.	150 hours in a year.	120 hours in a year for adults.	..	150 hours in a year. Hours of work not to exceed 54 per week.
<i>Rest interval, Places of amusements, etc.</i>							
Daily hours	..	9	9	10	8	10	9
Weekly hours	..	..	48	54	..	..	48
Rest interval	As applicable in case of Commercial Establishments.	1 hour after 5 hours' work.	Half an hour after 5 hours' work.	1 hour after 6 hours' work.	Half an hour after 5 hours' work.	Half an hour after 6 hours' work.	Half an hour after 5 hours' work.
Spread-over (in hours)	Do.	14½	12	..	..	14	..
Opening hour	Do.	5 A.M.	To be fixed by an order of Government.	Summer 6 A.M. Winter 7-30 A.M.	As for shops ..	..	..
Closing hour	Do.	11 P.M.†	Do.	Summer 10 P.M. Winter 10 P.M.	Do.	..	..
Overtime ..	Do.	..	Not to exceed 10 hours per day.	120 hours in a year for adults.	Hours of work not to exceed 10 per day and 54 per week.	120 hours in a year.	Hours of work not to exceed 54 per week; 150 hours in a year.

† Additional overtime work is permitted on not more than 6 days in a year (eg. for stock taking).

‡ Not applicable in theatres and Hydrated Acts also applicable in Amfira.

†† Not applicable in theatres and places of amusement and the rest interval is one hour after 6 hours work.

‡‡ Not applicable in theatres and places of amusement 12 hours.

§ Not applicable in hotels, restaurants and eating houses. For theatres and places of amusement closing hour fixed is 1 A.M.

TABLE NO. CXX
PROVISIONS RELATING TO LEAVE AND HOLIDAYS IN DIFFERENT STATES, UNDER THE SHOPS AND COMMERCIAL ESTABLISHMENT ACTS

State	Weekly holidays(a)	Privilege leave(b)	Casual leave(c)	Sick leave	Other kinds of leave
(1)	(2)	(3)	(4)	(5)	(6)
Andhra (Hydromabad area).	1 day ..	12 days (can be accumulated upto 24 days).	12 days ..	12 days(c) ..	All gazetted holidays with pay.
Assam ..	1 day in the case of shop employees and 14 days in the case of others.	10 days (cannot be accumulated).	10 days ..	Maximum of one month on half pay after 12 months' continuous employment.	3 holidays for religious purposes.(d)
Bihar ..	1 day ..	1 day for every 20 days' work if an adult and 1 day for every 15 days' work if a child. The maximum number of days of leave which can be carried forward are 20 per adult and 15 for children.(f)	..	..	..
Bombay ..	1 day ..	14 days (can be accumulated up to 28 days).(c)	..	..	..
Madhya Pradesh ..	1 day ..	14 days (maximum of 14 days can be carried forward).	..	..	..
Madhya Bharat ..	1 day ..	One month (can be accumulated upto 3 months).	14 days ..	..	..

Madras (i)	1 day ..	12 days (can be accumulated upto 24 days).	12 days ..	1 day (e)	..
Mysore ..	1 day ..	10 days (can be accumulated upto 20 days) for adults. 12 days (can be accumulated upto 24 days) for young person.	10 days (adult) 12 days (young person).	..	..
Orissa ..	1 day ..	1 day for every 20 days of work (can be accumulated upto 30 days).	..	Not exceeding 15 days in a year after a year's continuous employment. (i)	..
Punjab ..	1 day ..	14 days after 1 year's continuous service, 7 days after 6 months' continuous service.	..	..	..
Uttar Pradesh ..	1 day ..	15 days (Watchmen and Caretakers 30 days).	10 days ..	15 days (c) after six months' continuous service.	3 gazetted holidays with pay.
West Bengal ..	1½ days ..	14 days (can be accumulated upto 28 days).	10 days ..	14 days on half pay (can be accumulated upto 56 days) (j)	..
Delhi ..	1 day ..	15 days (g) (can be accumulated upto 30 days).	12 days (h) ..	..	3 National holidays.

(a) With pay.

(b) With full pay after 12 months' continuous service.

(c) After working for not less than 270 days during a year.

(d) Although the Act does not state clearly whether these holidays should be with or without pay, it is learnt that it is becoming more or less a convention with employers to grant these holidays with pay.

(e) On full pay.

(f) After working for not less than 200 days in a calendar year.

(g) Where an employee has completed 4 months' continuous service, he is entitled to not less than 5 days for every such completed period. A watchman or caretaker, who completes a year's continuous service, is entitled to not less than 30 days' privilege leave.

(h) Casual or sick leave for 12 days in a year.

(i) With pay which includes dearness allowance and cash value accruing through other benefits.

(j) On production of medical certificate.

(k) Madras Act is also applicable in Hyderabad.

L/B345Do L.B.—21

TABLE CXXI

PROVISIONS RELATING TO HOURS OF WORK, ETC., FOR YOUNG PERSONS
IN STATE SHOPS AND COMMERCIAL ESTABLISHMENTS ACTS.

State	Minimum age of employment	Employment of young persons permitted during	Hours of work of young persons	Rest intervals for young persons
1. Andhra (Hyderabad area).	12	6 A.M. to 7 P.M.	7 per day and 42 per week.	..
2. Assam ..	12	..	..	..
3. Bihar ..	12	7 A.M. to 7 P.M. ..	Children 5 per day and 30 per week. Young persons* 7 per day and 42 per week.	One hour after 4 hours' work.
4. Bombay ..	12	6 A.M. to 7 P.M. ..	6 per day ..	Half an hour after 3 hours continuous work.
5. Madhya Pradesh.	12	7 A.M. to 9 P.M. ..	7 per day and 36 per week.	One hour after 4 hours' work.
6. Madhya Bharat.	12	..	6 per day ..	Half an hour after 3 hours work.
7. Madras ..	14	6 A.M. to 7 P.M. ..	7 per day and 42 per week, over-time work prohibited.	..
8. Mysore ..	12	Young persons not to work before 6 A.M.	7 per day and 42 hours in a week.	..
9. Orissa ..	12	6 A.M. to 6 P.M. ..	5 per day ..	..
10. Punjab ..	..	8 A.M. to 7 P.M. ..	7 per day and 42 per week.*	Half an hour after 3½ hours' continuous work.
11. Uttar Pradesh.	(14 except as apprentices).	..	6 per day ..	..
12. West Bengal.	..	..	7 per day and 40 per week.*	One hour after 4 hours' work.
13. Delhi ..	12	8 A.M. to 8 P.M. during winter and between 7 A.M. to 9 P.M. during Summer.	6 per day* ..	Half an hour after 3½ hours' continuous work Spreadover not to exceed 8 hours per day.

*Persons below the age of 14 under the Punjab Act, 17 under the West Bengal Act between 14 and 18 under the Bihar Act, and between 12 and 18 under Delhi Act are deemed to be young persons.

(v) *Other provisions*—With the exception of a few Acts, all others provide that no employee shall be dismissed, except under certain circumstances, unless he is given one month's notice or wages in lieu thereof. Such a provision has been made in the Uttar Pradesh, Punjab, Madras, Madhya Pradesh, Bihar, West Bengal, Travancore-Cochin and Delhi Acts. The Bombay Act lays down that, except in the case of misconduct, no employer shall dismiss an employee who has been in continuous employment for at least three months unless he is given 14 days' notice or wages in lieu thereof. Similarly, the Madhya Bharat and Delhi Acts provide that, except in the case of misconduct, no employer shall dismiss an employee who has been in continuous employment for at least three months unless he is given a month's notice or wages in lieu of notice. The Hyderabad Act lays down that no employee who has been continuously employed for at least six months shall be dismissed, except for misconduct, unless he is paid gratuity at the rate of 15 days' average wages for each year of continuous service subject to a maximum of 15 months' average wages. The Uttar Pradesh, Bihar and Hyderabad Acts place certain restrictions on the employees' right to quit service. Every employee in Uttar Pradesh and Bihar, those employees in Hyderabad who are qualified for gratuity and those employees in Delhi who have put in 3 months cannot leave service unless they give to their employers one month's notice. The Delhi Act provides that if any employee fails to give due notice, he will be released from his employment only on payment of an amount equal to one month's pay. In the remaining States the employers are entitled to withhold any unpaid wages for a period not exceeding 15 days if the employees fail to give the required notice. The Uttar Pradesh, Bihar, Madhya Bharat and Delhi Acts provide that the provisions of the Workmen's Compensation Act, 1923, with necessary changes, shall apply to every employee of a shop or commercial establishment. Only Madras, Bombay, Travancore-Cochin, Madhya Bharat, Mysore and Delhi Acts contain provisions relating to cleanliness, ventilation, lighting and precautions against fire in establishments covered by the Acts. With the exception of Madhya Bharat Act, no other Act contains any provision relating to the provident fund facility. Under the Madhya Bharat Act, every employer is required to provide a provident fund for the benefit of every employee and to contribute to the fund an amount equal to the amount contributed by the employee. It authorises the State Government to make rules on the subject and to notify places or classes of shops and establishments or employments to which the provisions of the Act regarding provident fund shall apply. Orissa Act is the only Act which contains provisions relating to payment of maternity benefit to women employees. Maternity leave is allowed to workers who have put in not less than six months service preceding the date of confinement. Expectant mothers are entitled to maternity benefit for every day during the six weeks preceding and succeeding the confinement at a rate that may be fixed by the Government. The Act prohibits employment of women during the six weeks following the day of confinement and declares their dismissal, without sufficient cause, as unlawful.

Administration—In the States of Punjab, Uttar Pradesh, West Bengal and erstwhile Hyderabad, Chief Inspectors of Shops and Establishments have been appointed for the administration of the Act. In other States, the administration of the Act is the responsibility

of either Labour Commissioners, Factory Inspectorates or officials of Health or Revenue Departments. In Bombay the Act is administered by the local authorities. The Orissa Act provides for the appointment of Chief Inspector and Inspectors.

Enforcement—Table No. CXXII on the next page shows the number of inspections made, prosecutions launched, cases disposed of by Courts, and the amount of fines realised during 1956 in some of the States for which such information is available. The administering authorities continued to follow the policy of persuasion for obtaining compliance with the provisions of the Acts and launched prosecutions only as a last resort, against habitual offenders or in cases of breaches of a serious nature. Most of the irregularities detected related to non-payment of wages, non-closure of establishments on weekly holidays, opening of shops beyond prescribed hours, non-observance of rest intervals, etc.

6. Legislation Relating to Industrial Housing

For the most part of the pre-Independence period, the only enactment in the domain of industrial housing was the Land Acquisition (Amendment) Act, 1933 which enabled employers to secure land for the construction of houses for their employees. In the year 1946, a real beginning was made in this direction when the Mica Mines Labour Welfare Fund Act was passed by the Central Government. This was followed by the Coal Mines Labour Welfare Fund Act in 1947. Among other things these Acts make provision for the construction of houses for workers in mica and coal mines*. The State Governments, of Bombay, Mysore, Madhya Pradesh, Hyderabad, Uttar Pradesh and Punjab have framed legislation of their own in order to provide suitable housing accommodation to the working class. Some of these Acts were passed prior to the reorganisation of the States and are, hence, applicable to the areas of the erstwhile State concerned. The main provisions of these Acts are briefly given below:

- (a) *The Bombay Housing Board Act, 1948*—The Act was passed in the year 1948 and since then has been amended twice, i.e., in 1949 and 1951. The Act authorises the constitution of a Board which under the control of the State Government is empowered to frame and execute the housing schemes for industrial workers. It is also required to give due publicity to its schemes for eliciting public opinion, etc. Acquisition of land for the purpose of the Board's programme is to be treated as a public purpose under the Land Acquisition Act and the Board has been declared to be a local authority for the purposes of the Act. The Board has also the power to promote land and building development and to levy betterment charges. The Act also contains provisions for setting up of a special tribunal for settling disputes in respect of betterment charges, reconstitution of plots, compensations, etc.

In exercise of the powers conferred by the Act, the Government of Bombay constituted a Housing Board in January, 1949 comprising four non-official members and a chairman. A Housing Commissioner has also been appointed. To advise the Board, the Government

* For details, see pp 220—21.

TABLE CXXII
INSPECTIONS OF SHOPS, COMMERCIAL ESTABLISHMENTS, ETC., 1955-56
(IN THE CASE OF SHOPS AND ESTABLISHMENTS ACTS)

State	Number of inspections made		Number of prosecutions launched		Number of cases disposed of by courts		Amount realised as fines (In rupees)	
	1955	1956	1955	1956	1955	1956	1955	1956
1. Andhra ..	N.A.	N.A.	870*	1,057	842	999	9,245	11,377
2. Assam ..	3,545	4,000	20	10	13	8	N.A.	275
3. Bihar ..	3,106	3,074	53*	125*	41	90	N.A.	N.A.
4. Bombay ..	2,40,484	1,18,872	11,116	15,311	9,704	12,431	N.A.	415
5. Kerala ..	28,104	70,611	50	144	48	105	490	1,441
6. Madhya Pradesh ..	14,848	5,44,456	1,905	3,159	1,332	2,115	1,265	18,244
7. Madras ..	N.A.	6,24,215	539*	645*	530	620	7,133	10,713
8. Mysore ..	N.A.	26,017	N.A.	427	350	474	2,714	3,734
9. Orissa ..	N.A.	..	..	..	..	..	..	..
10. Punjab ..	1,83,221	2,43,435	0,202	8,309	5,303	6,546	71,340	62,789
11. Uttar Pradesh ..	47,426	49,363	958	957	981	911	17,260	19,907
12. West Bengal ..	87,050	78,121	7,346	7,805	5,522	1,709	41,474	46,656
13. Delhi ..	44,709	62,681	1,900	2,653	1,755	2,003	34,268	57,885
14. Tripura ..	192	370	18	12	4	5	6	25

*Pro ceution sanctioned.

appointed a Housing Advisory Committee consisting of 44 members representing various interests in the State*.

- (b) *The Mysore Labour Housing Act, 1949*—The Act was passed in February, 1949 by the then Government of Mysore. The Act provides for the constitution of a fund called the Mysore Labour Housing Fund. The Fund is to be raised mainly from the levy of a capitation tax on employers, rents from employee-tenants, etc. The provisions of the Act regarding levy and collections of contributions from employers, etc., were deleted by virtue of the Mysore Labour Housing (Amendment) Act, 1955. The Mysore Labour Housing Corporation, a tripartite body constituted under the Act, is responsible for the administration of the Fund. The main functions of the Corporation are to prepare and execute approved housing schemes, promote measures to provide gardens, playgrounds and recreational facilities, to improve public health and sanitation, to provide water and facilities for washing and to provide transport to and from place of work. In May, 1956, the State Government framed the Mysore Housing Board Rules, 1956. These rules lay down, *inter alia*, the conditions of service of officers and employees of the Mysore Housing Board, etc.
- (c) *The Madhya Pradesh Housing Board Act, 1950*—The Act was passed by the former Madhya Pradesh Government in November, 1950 and it provides for the constitution of a Housing Board consisting of a chairman and 9 other members representing different interests (including certain Government officials). The fund of the Board is to be raised mainly from grants, subventions, donations, gifts or loans from the Central or State Governments, etc. The Board is authorised to undertake and execute approved housing schemes for construction of houses for industrial workers. It is also authorised to do all such things as are likely to cheapen construction of buildings. To enable the Board to discharge its duties satisfactorily, it has been declared as a local authority for purposes of the Land Acquisition Act, 1894. Broadly speaking, the functions of the Board are to construct houses (including housing areas) for workers with amenities like water supply, sanitation, lighting, parks, playgrounds as well as facilities for transport.
- (d) *The Hyderabad Labour Housing Act, 1952*—This Act came into operation from 15th November, 1952. The Act provides for the constitution of Hyderabad Labour Housing Corporation, a tripartite body consisting of three representatives each of employees and employers and six nominees of the State Government. It is charged with the duty of providing houses of approved standards with all possible amenities to workers as near their place of work as possible and maintaining them in a good habitable condition. The Act also lays down the manner in which the Corporation may obtain financial grant from the State Government for executing its housing schemes. In order to enable the Corporation to

* For some details regarding the activities of the Board see p. 215.

discharge its functions properly it has been vested with the necessary powers under the Land Acquisition Act. The Housing Act also provides for the constitution of a Hyderabad Labour Housing Fund mainly for financing the activities of the Corporation. The Fund is to be raised mainly from grants, donations, gifts and loans from the Central and State Governments, any local authority, etc.

- (e) *The Uttar Pradesh Industrial Housing Act, 1955*—For the administration, control and management of the tenements constructed by the State Government or any local authority under the Subsidised Industrial Housing Scheme of the Government of India or under any other scheme of the Central or State Government, the State Government enacted the U.P. Industrial Housing Act, 1955. The Act provides for the appointment of a Housing Commissioner and constitution of an Advisory Committee. The Housing Commissioner will be responsible for allotment of houses, realisation of rent, eviction of persons occupying such houses and all other matters relating to the administration of the Act.
- (f) *The Punjab Industrial Housing Act, 1956*—The Punjab Industrial Housing Bill, 1956 received the assent of the President on 21st June, 1956. The Act provides for the setting up of a comprehensive machinery for the control, administration, allotment, up-keep, realisation of rent and other connected matters in respect of quarters constructed under the Subsidised Industrial Housing Scheme of the Government of India. The Labour Commissioner, subject to the control of the State Government, is responsible for allotment of houses and for such other functions as may be prescribed.

7. Safety and Welfare

(a) THE INDIAN DOCK LABOURERS ACT, 1934

Object and scope—Though the Act was passed in August, 1934 but because of certain practical difficulties it could be put into force only with effect from 10th February, 1948. Under the Act the Central Government is authorised to make regulations for the safety of workers employed in the loading and unloading of ships. In exercise of the powers conferred by the Act, the Government of India framed certain regulations in January, 1948. These regulations provide for (a) the safety of working places and approaches to them, (b) lighting and fencing of workplaces and approaches to them, (c) the nature of means of access to and from ships, (d) measures to be taken for safe transport of workers to or from ship by water, (e) the safety of workers engaged in removing or replacing hatch coverings and beams, (f) ensuring the safe working of hoisting machines or gears, lifting machines, etc., (g) the fencing of machinery, live electric conductors and steam pipes, (h) safety measures in stacking and unstacking, stowing and unstowing of cargo, and (i) maintenance of first aid equipment, ambulances, and life saving appliances for the rescue of the drowning persons. By virtue of certain amendments made in 1953 the responsibility for reporting the accidents which previously rested wholly on the port authorities has now been placed on the employers. The employers have also been made responsible for providing first-aid facilities on ships not berthed along side of a wharf.

or quay except where they enter into a written agreement with the ships' authorities. The distinction between machinery and plant carried on board a ship and that which is not carried on board has also been removed. These regulations were further amended in 1957 with a view to ensuring safety to workers while handling Tetra Ethyl Lead compound, considered to be a dangerous substance. Previously the regulations applied only to the major ports of Bombay, Calcutta, Madras, Visakhapatnam and Cochin. With effect from April, 1955, Kandla was also declared as a major port and as such, the regulations are now applicable to this port also.

Administration—For purposes of enforcement the Act provides for the appointment of Inspectors by the Central Government. It also declares all Principal Officers of the Mercantile Marine Department to be *ex-officio* Inspectors within their respective jurisdiction. The administration of the Act has been entrusted to the Chief Adviser, Factories and the Government of India have declared him and some of his officers to be Inspectors under the Act with jurisdiction over all the six ports. For carrying out regular inspection work, three Inspectors (Dock Safety)—one each for Bombay, Calcutta and Madras have been appointed. The Inspector stationed at Bombay is also responsible for the enforcement of the Act at the port of Kandla. Similarly, the Inspector posted in Madras is responsible for enforcing it at Visakhapatnam and Cochin ports.

Development during the year 1956—The administration of the Act continued to be the responsibility of the Chief Adviser, Factories. During the year 1956, the Chief Adviser, Factories examined the entire question of training all dock workers and submitted, in this connection, a training scheme to the Ministry of Labour and Employment. The Bombay Dock Labour Board proposed during the same year to instal special facilities for training their winchmen and khalasis and further action in this respect was initiated. The Inspector (Dock Safety), Bombay continued to organise several Safety Training Courses for supervisory staff which were attended by stevedores' supervisors and foremen. Certain additional facilities for handling cargo at King George's Docks, Calcutta, and at the Alexandra Docks, Bombay, were made available during 1956. Important among the directions in which improvements were made for compliance of the statutory provisions were improvement in compliance with regard to testing and examination of lifting machinery, and gear, and maintenance of register and certificates thereof, and also in respect of means of access to a ship. The position with regard to covering of trenches for service lines remained almost unaltered and the attention of Port Authorities, was repeatedly drawn to the need for covering the same to ensure safe approaches to workplaces. During the year 1956, there was, however, no appreciable improvement in this regard. The maintenance of fencing at dangerous points on the wharf frontage and approaches to the workplaces continued to be satisfactory. The standard of lighting at the ports of Bombay and Cochin was generally satisfactory. At the Calcutta Port the general lighting was improved further with the installation of flood lighting and a mercury arc rectifier. Schemes for improvement of lighting at ports of Madras and Visakhapatnam could not be implemented. handling dusty and obnoxious cargo on board ships, were

provided with cotton filter masks. During the year, very little attention is reported to have been paid to the proper maintenance of life-buoys and life-lines. Compliance with various other regulations in the six ports continued to be satisfactory.

Accidents and injuries—During the year 1956, the total number of reported accidents was 4,731 as against 4,285 in 1955. As compared to the previous year, the total number of injuries during 1956 increased by 10.4 per cent. The number of fatal injuries was 22 as against 16 in 1955.

Prosecutions—The number of prosecutions instituted for breach of Regulations during the year was seven in Calcutta, 4 in Bombay, 3 at Madras and one at Visakhapatnam.

(b) THE MICA MINES LABOUR WELFARE FUND ACT, 1946

Object and scope—The Act applies to the whole of India except the State of Jammu and Kashmir. It provides for the raising of a fund by the levy of an *ad-valorem* customs duty on all mica exported from India except from the State of Jammu and Kashmir. The duty is not to exceed 6½ per cent *ad-valorem*. The Fund is to be utilised for activities connected with the welfare of labour in the mica mining industry. Rules under the Act were published by the Central Government in the Gazette of India, dated the 10th January 1948.*

Administration—The Central Government are authorised under the Act to constitute Advisory Committees, not exceeding one for each State, to advise them on any matter arising out of the administration of the Act or the Fund. The members of the Committees are to be appointed by the Central Government. These Committees are to include an equal number of members representing mica mine owners and the workmen employed in the industry and at least one member of each committee is to be a woman and another member of the legislature of the State concerned. The Chairman of the Committees are to be appointed by the Central Government. The Government have, so far, constituted Advisory Committees for Andhra, Bihar and Rajasthan. The Committee for Ajmer ceased to function with effect from the 1st November, 1956 with the amalgamation of Ajmer in Rajasthan.

(c) THE COAL MINES LABOUR WELFARE FUND ACT, 1947

Object and scope—The Coal Mines Labour Welfare Fund Act, 1947, which came into force on 14th June, 1947, continued to apply to the whole of India except Jammu and Kashmir. It provides, *inter alia*, for the setting up of a fund to be called the Coal Mines Labour Housing and General Welfare Fund. The executive organisation of the Fund is known as the Coal Mines Labour Welfare Organisation. It is the function of this organisation to provide housing, medical and other welfare facilities to miners and their dependants.

Finances—The income of the Fund is derived from the levy of a cess on all coal and coke despatched from collieries in the territories to which the Act applies at such rate as may be fixed by the Central Government, subject to a minimum of 4 annas and a maximum of eight annas per ton. The rate of cess during 1956-57 continued to be 6 annas per ton. The proceeds of the cess are to be

*For detailed activities of the Fund see pp. 205—07.

apportioned between the Housing Account and the General Welfare Account. During the year 1956-57, the proceeds were distributed between the Housing Account and the General Welfare Account in the same ratio, viz., 2:7, as in the previous year. With effect from 1st April, 1957 this ratio was changed to 31:6.

Administration—The Fund is administered by the Central Government in consultation with a Tripartite Advisory Committee appointed by them in this behalf. This Committee consists of an equal number of members representing Government, the owners of coal mines and workmen employed in the coal mining industry. One of the members of the Committee is to be a woman. The Act provides for the constitution of Coal Mines Labour Housing Board to undertake from the Housing Account activities in regard to the provision of suitable housing accommodation for workers. By an amending Act of 1949, the Board was also vested with the control of other building operations financed from the General Welfare Account. The Central Government is authorised by the Act to appoint a Coal Mines Labour Welfare Commissioner and such other Officers as it may deem necessary to carry out measures financed by the Fund. The Central Government have constituted an Advisory Committee, a Housing Board and various Sub-Committees and have framed rules to regulate the constitution and working of these bodies.

For purposes of administration of the Act, a Coal Mines Labour Welfare Commissioner has been appointed. During the year 1956-57, the Inspectorate under the Act consisted of one Lady Welfare Officer (Mines), three Inspectors of Labour Welfare (Mines), one Welfare Inspector and 26 Assistant and Junior Assistant Inspectors. Four Social workers were appointed during the year for propaganda amongst, and rendering assistance to women workers to obtain the fullest benefits granted to them under various Labour Acts such as Mines Maternity Benefit Act, Workmen's Compensation Act. As in the past, the Inspectorate not only supervised the activities financed by the Fund but also assisted in the enforcement of various other labour Acts affecting Coal Mines, e.g., the Mines Maternity Benefit Act, the Mines Act and the rules framed thereunder. They also continued to pay attention to various other matters affecting welfare of the workers. The efforts of the inspectorate resulted in improvements at many collieries in regard to housing, sanitation, medical, recreational and educational facilities. During the year 1956-57, the total number of cases instituted against the colliery companies for contravention of the Coal Mines Pithead bath Rules and Mines Creche Rules was 133 as against 90, during the previous year.

(d) THE UTTAR PRADESH SUGAR AND POWER ALCOHOL INDUSTRIES LABOUR WELFARE AND DEVELOPMENT FUND ACT, 1950

Object and scope—The Act came into force on 1st September, 1951 and was amended in 1953 to remove certain technical difficulties. The main purpose of the Act is to constitute a U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund for promoting welfare of labour employed in the Sugar and Power alcohol industries. The Fund is to be constituted mainly from the sum which the Government has acquired or may acquire by realising from the

sugar factories the difference between the sale price of molasses fixed by the Government for purposes of supply to power alcohol factories and open sale price of molasses sold for other purposes. The Fund consists of three separate accounts, viz., (a) Housing Account, (b) General Welfare Account, and (c) Development Account. The various activities for which the money in each account of the Fund may be utilized have been specified in the Act.*

Administration—The Act provides for the constitution of a Tripartite Advisory Committee consisting of an equal number of representatives of Government, owners of sugar and power alcohol factories and workers employed therein to advise the Government or the Housing Board on matters connected with the administration of Act. The Housing Board is to be constituted exclusively for the administration of the Housing Account of the Fund.

Other provisions of the Act relate to the audit and publication of accounts of the Fund; investment of moneys of the Fund; conditions for occupation of housing accommodation provided by the Fund; etc. The Act authorises the Government to make rules regulating the constitution and working of the Board and the Advisory Committee; maintenance of the Account books of the Board; procedure to be adopted for applying for, and conditions governing, grants-in-aid; duties and functions of officers appointed under the Act, etc.

The U.P. Government published the Rules under the Act on 1st October, 1951. On the same date, the Government notified the appointment of a Housing Board and an Advisory Committee.† The State Labour Commissioner has been appointed as a Labour Welfare Commissioner under the Act and as such the Chairman of the Housing Board. Allocation of the fund already collected by the Government has been made under the Rules. Ninety-eight per cent of the fund is to be credited to the Housing Account and one per cent each to the other two Accounts. The activities of the Fund at present are confined to construction of houses for sugar factory workers.‡

The Advisory Committee constituted under the Act met twice during 1957 and discussed matters such as construction of quarters in sugar factories, provision of beds for workers in the district hospitals, etc. The Housing Board also met twice during 1957 and discussed various matters regarding construction of workers' quarters in the sugar factories of the State.

(e) THE COAL MINES (CONSERVATION AND SAFETY) ACT, 1952

Object and scope—The Act was passed in 1952 and it extends to the whole of India except the State of Jammu and Kashmir. The Central Government are empowered under the Act to take measures necessary for the purpose of maintenance of safety in coal mines or conservation of coal.

*For the details see the "The Indian Labour Year Book, '91-52, pp. 88-90"

†For details see the "Indian Labour Year Book, '92-53, p. 84."

‡For further details see the Indian Labour Year Book 1955-56, p. 202 and p. 220 of the present issue.

Provision has been made in the Act for the levy of excise duty on all coal raised and despatched and on all coke manufactured and despatched from collieries in India at such rate, not exceeding one rupee per ton, as may be fixed by the Government. Government are also empowered to levy an additional excise duty on all coking coal raised and despatched from collieries in India. The rate of such duty is to be fixed by the Government from time to time but not exceeding Rs. 5 per ton in case of Selected Grades A and B and Rs. 2 per ton in case of Grade I. The Government may, during the period in which any excise duty is being levied, impose on all coal, imported or brought into India from any place outside India, additional customs duty at rates equivalent to the rates of excise duty levied under the Act. The proceeds of the excise duty are to be paid to the Coal Board (set up under the Act) and credited to the Coal Mines Safety and Conservation Fund constituted under the Act. Among other things, the Fund is to be utilised for (i) meeting the expenses of the Board; (ii) the grant of stowing materials and other assistance for stowing operations to colliery owners, etc.; (iii) the execution of stowing and other operations in furtherance of the objects of the Act; (iv) research work connected with safety in coal mines or conservation and utilisation of coal; (v) the grant to State Governments, research organisations, local authorities and colliery owners of money in aid of any approved scheme designed to further the objects of the Act, etc.

Administration—The Act provides for the establishment of a Coal Board consisting of a Chairman and such number of other members not exceeding six, as the Central Government may think fit to appoint. In pursuance of this power the Government of India have appointed a Coal Board consisting of a Chairman and four other members. The Central Government is authorised under the Act to delegate such powers and duties to the Board as they deem necessary for effectively dealing with the problems relating to safety in coal mines or conservation of coal and matters connected with or incidental to it. The Board held sixteen meetings during 1956-57.

For administration of the Act, one or more Advisory Committees may be constituted by the Central Government. During the year 1956-57, there were four such committees viz., Technical Advisory Committee, (Mining); Advisory Committee on stowing; Research Advisory Committee and Coal Advisory Committee. The Government are also empowered to make rules providing for the measures to be taken for maintaining safety in coal mines or for the conservation of coal; levy or imposition, collection and payment of the excise and custom duties; terms and conditions of service of the Chairman and members of the Board; etc. In exercise of these powers the Coal Mines (Conservation and Safety) Rules were framed by the Government in September 1954. No important amendments were made to these Rules in 1956-57.

The Chief Inspector and Inspectors appointed under the Indian Mines Act are also empowered by the present Act to inspect coal mines and to ensure that the provisions of the present Act or the Rules framed thereunder are complied with or the stowing for which assistance has been granted is being done effectively. They are also empowered to order, under certain circumstances, any owner, agent

or manager of a coal mine to take such protective measures, including stowing, in any mine as they think necessary.

(f) THE BOMBAY LABOUR WELFARE FUND ACT, 1953

Object and scope—The Bombay Labour Welfare Fund Act was passed in June 1953. It applies to factories covered under Section 2(m) of the Factories Act, 1948; tramways, motor or omnibus services; and all the establishments including Societies and Charitable or other trusts which carry on business or trade and which employ 50 or more persons. The State Government is empowered to enforce the provisions of the Act in different areas from different dates. The main object of the Act is to constitute a Fund for financing such activities as promote the welfare of labour in the State. The Fund is to consist, among others, of all fines realised from employees, all unpaid accumulations, and any voluntary donations. It is to be utilised by the Board to defray expenditure on the following measures intended to promote the welfare of labour and their dependents: (a) community and social education centres including reading rooms and libraries; (b) community necessities; (c) games and sports; (d) excursions, tours and holidays homes; (e) entertainment and other forms of recreation; (f) home industries and subsidiary occupations for women and unemployed persons; (g) activities of a social nature; (h) cost of administering the Act; and (i) such other objects as, in the view of the State Government, would improve the standard of living and ameliorate the social conditions of labour.

Administration—The Fund is to vest in and be held by a Board called the Bombay Labour Welfare Board. It is to consist of an equal number of representatives of employers and employees and independent persons (some of whom are to be women) nominated by the State Government. The Board is empowered to appoint, with the previous approval of the State Government, a Welfare Commissioner who will act as its principal executive officer. Some of the more important of the remaining provisions of the Act relate to such matters as the constitution and the functions of the Board; duties and powers of the Welfare Commissioner; appointment of Inspectors for purpose of enforcement of the Act; etc. There is an important provision which relates to the amendment of Section 8 of the Payment of Wages Act, 1936 so far as its application to the Bombay State is concerned. It provides that the employers covered by the Act shall deposit the amount realized by them under Section 8 of the Payment of Wages Act in the Bombay Labour Welfare Fund.

8. Wages

(a) THE PAYMENT OF WAGES ACT, 1936

Object and scope—The main purpose of the Act is to ensure regular and prompt payment of wages and to prevent the exploitation of wage earners by prohibiting arbitrary fines and deductions from wages. It applies to the whole of India except Jammu and Kashmir.* Till December, 1957, the Act was applicable only to persons getting Rs. 200 per month as wages or salary in any factory or railway. By an amending Act† i.e., the Payment of Wages

* In Jammu and Kashmir, the Payment of Wages Act, 1956 is in operation.

† *File the Gazette of India Extraordinary* dated 30.12.1957.

(Amendment) Act, 1957, the wage limit was raised to Rs. 400 p.m. By virtue of the same amendment, the scope of the Act was also extended to workers in construction industry. The definition of the term 'wages' was also revised so as to include any remuneration payable under any award or settlement or order of a court. The other important changes made by the amending Act relate to: (i) enlargement of the definition of 'authorised deductions' so as to include deductions towards payment of insurance premium and on account of penalties imposed under service rules, and (ii) conditional attachment of property to safeguard the interests of workers.

Main provisions—The main provisions of the Act relate to (i) powers of State Governments to extend the scope of the application of the Act, (ii) fixation of wage periods and time for payment of wages, (iii) deductions from wages, and (iv) levy of fines. (i) Under Sub-section (5) of Section 1 of the Act, the State Governments are empowered to extend the provisions of the Act to any class of persons employed in 'any industrial establishment.' The extent to which this power has been exercised by the State Governments is given hereafter in a separate paragraph. (ii) In regard to fixation of wage periods etc., the Act stipulates that, (a) no wage period shall exceed a month; (b) undertakings employing less than 1,000 persons shall pay wages before the seventh and other undertakings before the tenth of the succeeding month. (Discharged workers, however, are to be paid their wages before the expiry of the second working day after their employment is terminated); (iii) Regarding deductions from wages the Act permits only certain deductions such as (a) fines; (b) deductions for absence from duty; (c) deductions for damage or loss, etc. By virtue of the amending Act of 1957 some more deductions have been authorised. These include deductions (a) for housing accommodation provided by the employer, Government, any statutory Housing Board, etc., (b) for payment of insurance premium, and (c) for purchase of Government securities. (The amending Act of 1957 also lays down that the imposition of fines under Service Rules is not to be a deduction of wages for purposes of the Act). (iv) In regard to levy of fines, the Act provides for the manner and extent to which fines may be imposed. It also provides that the fines so collected shall be credited to a separate fund, which is to be utilised only for such purposes as are beneficial to workers.

Extension of the Act—Table No. CXXIII on the next page gives some idea of the industries,* etc., to which the Act has been applied by different State Governments.

Important amongst the amendments to the Act made by the State Governments is the one made by Bombay. The Government of Bombay amended the Act twice, viz., in 1953 and 1954. The amendment made in 1953 provides that both the employer and manager or person responsible for the control of an industrial undertaking are jointly and severally responsible for the recovery of wages, etc. The amendment made in 1954 empowers the competent authorities to recover the amounts due under the Act as arrears of land revenue.

*The list is not exhaustive.

TABLE NO. CXXIII

EXTENSION BY THE STATE GOVERNMENTS OF THE APPLICATION OF THE
PAYMENT OF WAGES ACT

State/Territory	Industries/services to which the Act has been extended
Andhra Pradesh ..	Motor omnibus services; docks, wharfs or jetties, workers in inland vessels in Visakhapatnam.
Assam	Motor omnibus services; plantations; inland steam navigation services; docks, wharfs or jetties.
Bihar	Motor omnibus services; inland steam navigation services.
Bombay	Factories so declared under Section 85 of the Factories Act; docks; establishments covered under the Bombay Shops and Commercial Establishments Act in certain areas.
Kerala	Motor omnibus services; inland steam vessels; docks, wharfs or jetties in Cochin; plantations; certain categories of workshops.
Madhya Pradesh ..	Motor omnibus services; quarry; carpet making and shawl weaving; tobacco manufacturing; oil mills; mica works; tanneries and leather manufacturing; and engineering workshops.
Madras	Motor omnibus services; plantations; tramways; factories so declared under Section 85 of the Factories Act.
Mysore	Motor omnibus services; plantations; tramways in the Mysore Iron and Steel works.
Orissa	Motor vehicles and public carriers under certain permits; bamboo forest work establishments.
Punjab	Motor omnibus services; plantations; Government and private transport companies; quarries, certain categories of workshops.
Uttar Pradesh ..	Printing presses.
West Bengal ..	Motor omnibus services; tramways; docks, wharfs or jetties.
Delhi	Motor omnibus services; motor goods, transport services; tramways.
Tripura	Motor omnibus services.

Administration—Under Section 14(1) of the Act, Inspectors of Factories shall be deemed Inspectors for purposes of this Act. In addition, State Governments are empowered to appoint others also as Inspectors for such factories and such areas, etc., as they may notify. The administration of the Act in mines and railways (other than railway workshops) is the responsibility of the Chief Labour Commissioner (Central).

Enforcement—Some data are available regarding the number of inspections made, etc., in the different States during 1957 and the same are given overleaf.

TABLE CXXIV

NUMBER OF INSPECTIONS MADE UNDER THE PAYMENT OF WAGES ACT IN 1957*

State	Number of Inspections made
Assam	320
Bombay	658
Kerala	796
Madras	6,924
Orissa	353
Punjab	65,861
Rajasthan	148
Uttar Pradesh	1,739
West Bengal	2,632
Delhi	516

*The data for most of the States are incomplete.

In the railways, the number of inspections made (in so far as regular labour is concerned) in 1954-55 and 1955-56 were 6,341 and 7,307 respectively. The number of irregularities detected was the highest in the Transportation Department of the Railways. Of total irregularities detected, 39 per cent in 1954-55 and 47 per cent in 1955-56 were rectified. As regards mines, the total number of inspections made was 4,781 in 1956, as against 4,000 in the previous year. The total number of irregularities detected was 19,782 in 1955 and 18,023 in the following year. The percentage of irregularities rectified to the total number of detected cases was 81 in 1955 and 93 in 1956.

(b) THE MINIMUM WAGES ACT, 1948*

Object and scope—The Minimum Wages Act, 1948 requires the appropriate Government, Central or State as the case may be, to fix, within a specified period, minimum rates of wages payable to employees (defined as persons "employed for hire or reward to do any work, skilled or unskilled, manual or clerical, etc.") in the scheduled employments. Minimum rates of wages need not be fixed in respect of any employment in a State, if it employs less than 1,000 employees. The scheduled employments are woollen carpet making

*The first annual report on the working of the Minimum Wages Act covering the period from March, 1948 up to the end of December, 1953 has been published by the Labour Bureau, early in 1955, the second report for the period 1st January to 31st December, 1954 in 1956 and the third report for the period 1st January to 31st December, 1955 in 1957. The report for the year 1956 is under print.

or shawl weaving establishments; rice, flour or dal mills; tobacco (including bidi-making) manufactories, plantations; oil mills; local authority; road construction or building operations; stone breaking or stone crushing; lac manufactories; mica works; public motor transport; tanneries and leather manufactories and agriculture. Under Section 27, the appropriate Government is empowered to extend application of the Act to any other employment in respect of which it is of the opinion that minimum rates of wages should be fixed. Under this provision, the application of the Act has so far been extended in Bombay to salt pan industry, hotels, restaurants and eating houses, employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work or work incidental to such process or book binding is carried on, employment in any cotton ginning or cotton pressing manufactory; in the former State of Coorg to cardamom malais; in Delhi to printing presses, foundries, automobile engineering including servicing and repair workshops and other metal working establishments; in Madhya Pradesh to cement, glass and potteries; in the former State of Ajmer to cotton textiles, wool cleaning, pressing and baling and printing presses; in the former State of Hyderabad to cotton ginning and pressing; in Mysore to ceramic industry; in Orissa to gudakha making; in the former State of Pepsu to iron, steel and re-rolling, textiles, cement, sugar, electrical, mechanical and general engineering products; in the Punjab to textile industry; in the former State of Saurashtra to salt pan industry and in Kerala to coir industry, cardamom plantations and tile industry.

Main provisions—The Act provides for the fixation of (a) a minimum time rate of wages, (b) a minimum piece rate, (c) a guaranteed time rate, and (d) an overtime rate, for the different occupations, localities or classes of work, and for adults, adolescents, children and apprentices. The minimum rate of wages may consist of: (a) a basic rate of wages and a cost of living allowance, or (b) a basic rate of wages with or without the cost of living allowance and the cash value of the concessions in respect of essential commodities supplied at concessional rates, or (c) an all-inclusive rate. The Act also lays down that wages shall be paid in cash, although it empowers the appropriate Government to authorise the payment of minimum wages, either wholly or partly in kind in particular cases.

The Act provides that the cost of living allowance and the cash value of concessions in respect of supplies of essential commodities at concession rates shall be computed by the Competent Authority at certain intervals. The Director, Labour Bureau is the competent Authority for Union territories and Central Government undertakings.

The appropriate Government is empowered to fix the number of hours of work per day, provide for a weekly holiday and the payment of overtime wages, etc., in regard to any scheduled employment in respect of which minimum rates of wages have been fixed under this Act.

The Act requires the appropriate Government to appoint Committees and Sub-committees to hold enquiries and advise them, fixing and revising minimum rates of wages in respect of

scheduled employment and to appoint an Advisory Board for the purpose of co-ordinating the work of Committees and advising the Government generally, in the matter of fixing and revising minimum rates of wages. The Act also provides for the setting up of a Central Advisory Board for the purpose of advising the Central and State Governments and for co-ordinating the work of the State Advisory Boards. The membership of the above bodies is to consist of an equal number of employers' and employees' representatives and of independent persons not exceeding one-third of the total number of members.

The Act makes provision for the maintenance of registers and records in the prescribed manner by establishments covered under the Act, appointment of Inspectors and Authorities to hear and decide claims arising out of payment of wages less than the minimum rates of wages. It also prescribes penalties for offences and lays down a procedure for complaints.

The Act has been amended from time to time for extending the time-limit for the fixation of minimum wages, the latest being the Minimum Wages (Amendment) Act, 1957 which has extended the time-limit for the fixation of minimum wages in the scheduled employments upto 31st December 1959. The Amendment Act also allows for reviewing of the minimum rates of wages in any scheduled employment in respect of which the minimum wages fixed could not be reviewed within a period of 5 years, as prescribed in the Act.

The Minimum Wages (Central Advisory Board) Rules, 1949 and the Minimum Wages (Central) Rules, 1957 were framed by the Government of India under Sections 29 and 30 of the Act respectively. A Central Advisory Board was also constituted with representatives of Government, (Central and State) employers and employees. The Board at its second meeting held in April, 1954, recommended the fixation of a national minimum wage ranging from Rs. 1-2-0 per day to Rs. 2/- per day according to areas. The third meeting of the Board, held in September 1956, recommended, among other things, inclusion of additional employments of mines and quarries, casual employment and employment on coal handling (worked departmentally or otherwise) and employment in ports and docks.

During the period under review, minimum wages were fixed for employments in cotton ginning and pressing factories and printing presses in Madhya Pradesh, foundries with or without machine shops and in private presses in Punjab and plantations and agricultural employees in Travancore-Cochin area of Kerala State. Minimum wages were revised for the employments in road construction or building operations, stone breaking and stone crushing, plantations, scented and chewing tobacco manufactory, local authorities and public motor transport in Madras; tea plantations in Punjab; rubber plantations in Travancore-Cochin area of Kerala State and dal and flour mills in the Delhi territory.

Details regarding the minimum wage rates of unskilled workers fixed under the Act in different scheduled employments by the various State Governments and Central Government up to the end of December, 1957 are given in table No. LXI of this Year Book.

9. Social Security

(a) THE WORKMEN'S COMPENSATION ACT, 1923

Object and scope—The Act aims at protecting workers against industrial hazards by providing for payment of compensation by employers in cases of disability or death caused by industrial accidents or certain occupational diseases.

The Act extends to the whole of India except the State of Jammu and Kashmir and applies to (i) certain categories* of railway servants, (ii) workers, whose monthly wage does not exceed Rs. 400, employed in any capacity specified in Schedule II to the Act. Schedule II includes factories, mines, plantations, mechanically propelled vehicles, construction work and certain other hazardous occupations†. However, the Act does not apply to persons (i) whose employment is of a casual nature and who are employed for purposes other than employer's trade or business, and (ii) serving in the Armed Forces of the Indian Union. Those workers who are covered by the Employees' State Insurance Act, 1948 are also not entitled to compensation, etc., under the Workmen's Compensation Act.

Under Sub-section (3) of Section 2 of the Act, the State Governments are empowered to extend the scope of the Act to any class of persons whose occupations are considered hazardous. In exercise of this power some of the State Governments have extended the application of the Act. Some of the categories of workers to whom the Act has been extended in certain States are given below:

(i) workers employed for the purpose of loading or unloading any mechanically propelled vehicle or in handling or transport of goods which have been loaded into such vehicle in Madras, Uttar Pradesh, Mysore and Bihar States; (ii) workers employed by any Municipality or District Board in any occupation ordinarily involving out-door work in Mysore State; (iii) workers employed in handling tractors or other mechanical contrivances on a farm in Bombay State; and (iv) workers employed in Municipalities as Sweepers for the purpose of cleaning of deep surface drains having depth of 5 feet or more from the surrounding ground or road level, loading and unloading of garbage on trucks, etc., or employed in sewer pumping stations in Bihar State. The Government of Madras have also applied the Act to workers employed in (i) the plucking of coconuts; (ii) loading and unloading of timber or in the transport of timber otherwise than by land waters; (iii) establishments wherein power is used (irrespective of the number of workers employed); and (iv) establishments notified as factories under the Factories Act.

Title to compensation—Compensation is payable by the employer in the case of injury caused by accident arising out of and in the course of employment. It is, however, not payable if the

*As defined in section 3 of the Indian Railways Act, 1890, not permanently employed in any administrative, district or sub-divisional office of a railway and not employed in any such capacity as is specified in Schedule II of the Workmen's Compensation Act.

†For greater details see *Indian Labour Year Book*, 1931-52; vide pp. 96-97.

‡According to Section 12 of the Act, the principal employer is responsible for the payment of compensation to the injured workman.

injury, not resulting in death, is caused by the fault of the worker, e.g., due to influence of drink, drugs, wilful disobedience of an order, etc. Besides, in the case of workers who contract certain occupational diseases (mentioned in Schedule III to the Act) compensation is payable. Sub-section (3) of Section 3 of the Act, however, authorises State Governments to add to the list of diseases mentioned in Schedule III. Some Governments have made use of this power and added certain diseases to the schedule.

Rate of Compensation—The amount of compensation payable depends on the nature of the injury and the average monthly wage of the worker concerned. Compensation is payable for death, permanent total disablement, permanent partial disablement and temporary disablement. In case of death of adults the rate of compensation prescribed under the Act varies from Rs. 500 in the case of persons in the lowest wage group (below Rs. 10 per month) to Rs. 4,500 in the case of those in the highest wage group (above Rs. 300 per month). For permanent total disablement of adults, the rate of compensation ranges from Rs. 700 to Rs. 6,300. For minors, the Act prescribes a uniform rate of Rs. 200 as compensation for death and Rs. 1,200 as compensation for permanent total disablement. For permanent partial disablement, compensation is calculated on the basis of percentage loss of the earning capacity as laid down in Schedule I to the Act. The Act lays down that half-monthly payments shall be made to workers in case of temporary disablement. However, the rate of payment is the same both for adults as well as minors and varies from half a month's wages in the case of workers getting less than Rs. 10 per month to Rs. 30 in the case of those getting more than Rs. 100 per month.

Dependents—For purposes of the Act dependents have been grouped into two-classes—those who are considered dependents without any proof and those who must prove that they are dependents. The first group includes; a widow, a minor legitimate son, an unmarried legitimate daughter or a widowed mother. The following have been included in the second group if they were wholly or partially dependent on the earnings of the workman at the time of his (or her) death; a widower, a parent other than widowed mother, a minor illegitimate son, an unmarried illegitimate daughter, a daughter legitimate or illegitimate if married and minor or widowed, a minor brother, an unmarried or widowed sister, a widowed daughter-in-law, a minor child of a deceased son, a minor child of a deceased daughter where no parent of the child is alive or where no parent of the workman is alive, a paternal grand-parent.

Distribution of Compensation—It is provided that all cases of fatal accidents should be brought to the notice of Commissioner for Workmen's Compensation and in case the employer admits the liability the amount of compensation payable should be deposited with him. Where the employer disclaims the liability the Commissioner may, after such enquiry as he thinks fit, inform the dependents that it is open to them to prefer a claim

*For details regarding the States which have used this power see the section on Occupational Diseases, p. 224.

and may give such other information as he thinks fit. The Act does not permit contracting out. Advances by the employers against compensation are permitted only to the extent of Rs. 100. The Commissioner is also empowered to deduct a sum of Rs. 25 from the amount of compensation in order to indemnify the person who incurred funeral expenses.

Administration—The Act is administered by the State Governments who are required to appoint Commissioners for Workmen's Compensation. The functions of the Commissioners include (i) settlement of disputed claims, (ii) disposal of cases of injuries involving death, and (iii) revision of periodical payments. Employers are required to notify the appropriate authorities regarding the number of accidents, amount of compensation paid, etc. The State Governments compile these statistics and forward the same to the Labour Bureau, which publishes an annual review on the working of the Act.* Some details regarding the average daily number of workers covered, number of accidents resulting in death, permanent disablement, etc., and the amount of compensation paid are given in the table on the next page.

From the table it will be observed that the rate of compensated accidents per 1,000 workers covered decreased from 19.3 in 1955 to 18.0 in the following year. However, it may be noted that a strict comparison of the figures cannot be made on account of (i) differences in areas covered, (ii) variations in the number of undertakings furnishing the returns, and (iii) possibly, the extension of the Employees' State Insurance Act.

Amendments to the Act—The question of amending the Act continued to be under the consideration of the Government of India. The inter-departmental Committee mentioned in the previous issue of the Year Book† examined the question and suggested the appointment of an Acturial Committee to assess the increased burden on the industry if the rates of compensation and the wage limit are revised upwards. At the end of 1957, efforts were being made to set up such a Committee and, in the meanwhile, other suggestions made by the inter-departmental Committee were being further examined.

(b) THE EMPLOYEES' STATE INSURANCE ACT, 1948

Object and scope—The Employees' State Insurance Act, 1948, which is a pioneering measure in social insurance in the country, extends to the whole of India except the State of Jammu and Kashmir. It applies, in the first instance, to all factories, other than seasonal factories, run with power and employing 20 or more persons. The appropriate governments are, however, authorised to extend it partially or wholly to any establishment or class of establishments, industrial, commercial, agricultural or otherwise. It covers persons employed directly and indirectly and also clerical staff but does not apply to a member of the armed forces or to a person whose remuneration in the aggregate exceeds Rs. 400 a month.

*The latest review relates to 1956 and has been published in the *Indian Labour Gazette*, April 1958 issue; pp. 1015—1024.

†See *Indian Labour Year Book*, 1955-56, p. 302.

TABLE CXXXV
NUMBER OF COMPENSATED ACCIDENTS AND THE AMOUNT OF COMPENSATION
PAID, 1947-1956 UNDER THE WORKMEN'S COMPENSATION ACT, 1923

Year	Average daily no. of workers covered	No. of compensated accidents causing*				Amount of compensation paid in accidents causing†			
		Death			Total	Death	Permanent disablement	Temporary disablement	Total
		3	4	5					
1	2	3	4	5	6	7	8	9	10
1947‡	N.A.	1,011	3,228	49,335	53,574	Rs. 11,79,097 (1,107)	12,09,974 (375)	9,37,134 (19)	Rs. 33,26,195 (62)
1948§	N.A.	1,032	3,850	61,894	66,776	15,80,450 (1,531)	16,15,390 (420)	10,21,228 (17)	42,20,064 (63)
1949||	N.A.	1,063	3,973	55,475	60,511	18,70,568 (1,700)	20,26,420 (510)	13,20,174 (24)	52,17,162 (86)
1950	41,43,103	1,128 (0.27)	4,160 (1.0)	50,970 (13.7)	91,938 (14.9)	20,33,410 (1,893)	22,64,725 (544)	14,39,113 (25)	57,37,248 (93)
1951||	38,90,986	1,087 (0.28)	4,391 (1.1)	57,955 (14.8)	93,133 (16.2)	22,07,532 (2,031)	22,93,424 (522)	13,97,297 (24)	58,98,253 (93)
1952	37,70,629	1,046 (0.28)	4,308 (1.14)	53,386 (14.2)	58,734 (15.0)	20,07,687 (1,930)	22,88,069 (531)	13,11,672 (25)	56,37,368 (96)
1953¶	31,70,990	1,212 (0.36)	4,547 (1.31)	55,983 (16.1)	61,742 (17.8)	23,11,131 (1,932)	23,15,447 (509)	14,81,811 (20)	61,88,380 (99)

1954	..	37,47,467	1,165 (0.31)	4,543 (1.21)	60,410 (16.1)	60,113 (17.6)	24,74,430 (2,124)	24,42,359 (538)	15,07,773 (25)	81,25,003 (67)
1955	..	39,11,087	1,142 (0.29)	4,865 (1.24)	69,786 (17.8)	75,793 (19.3)	21,58,807 (1,800)	21,00,344 (450)	16,17,083 (23)	59,67,194 (76)
1956	..	34,17,520	937 (0.27)	3,406 (1.00)	57,267 (16.76)	61,610 (18.63)	20,41,114 (2,178)	17,50,045 (517)	13,81,908 (24)	51,83,037 (54)

*Figures in brackets show rate per 1,000 workers covered.

†Figures in brackets show average compensation paid per case.

‡Relate to all States of the Indian Union which were formerly known as Provinces except the Punjab.

§Figures for 1948 and subsequent years relate to all States of the Indian Union which were formerly known as Provinces.

||Revised figures.

*Figures relate to Ajmer, Bhopal, Coorg, Delhi, Andaman and Nicobar Islands and all part 'A' States except Orissa.

**Figures relate to Ajmer, Bhopal, Coorg, Delhi, Andaman and Nicobar Islands and all part 'A' States except Assam and Orissa.

††Covers all the re-organised States except Rajasthan and Jammu and Kashmir. Amongst the Union territories only Delhi is covered.

N.A.—Not Available.

Administration—The administration of the Insurance Scheme framed under the Act has been entrusted to an autonomous body called the Employees' State Insurance Corporation consisting of the representatives of the Central and State Governments, employers, employees, medical profession and Parliament. A smaller body, known as the Standing Committee, works as the executive of the Corporation. The members of this Committee are elected from among the members of the Corporation. A third body, called the Medical Benefit Council, advises the Corporation on matters relating to the administration of medical benefits, certification for purposes of grant of benefits, etc. It consists of the Director-General of Health Services, the Medical Commissioner of the Corporation and representatives of State Governments, employers, employees and the medical profession. The Chief Executive Officer of the Corporation is the Director-General, who is assisted by four other Principal Officers mentioned in the Act.

Finances—The Scheme is financed by the Employees' State Insurance Fund, which consists of contributions from employers and employees and grants, donations and gifts from the Central and State Governments, local authorities or any individual or body. The State Governments also share the cost of the Scheme by contributing towards the expenses on medical treatment and attendance on the insured persons, the proportion being left to be governed by an agreement to be entered into by the Corporation with the State Government. The proportion agreed to at present is $\frac{1}{4}$ th for the State Governments. The corporation has, however, agreed to reduce the State Government share from $\frac{1}{4}$ th to $\frac{1}{5}$ th from the date the families are included for medical care upto the end of the Second Plan period.

Contributions—Contributions in respect of an employee are payable both by the employee and his employer. The employee's share in the contribution is to be deducted from his wages by the principal employer. The rates of weekly contributions laid down in Schedule I of the Act as originally passed were as follows:—

TABLE NO. CXXVI
RATES OF WEEKLY CONTRIBUTIONS

Group of employees	Employees' contribution recoverable from their wages	Employers' contribution	Total contribution (employees' and employers' contributions)
	Rs. As. Ps.	Rs. As. Ps.	Rs. As. Ps.
1. Employees whose average daily wages are below Rs. 1.	Nil	0 7 0	0 7 0
2. Employees whose average daily wages are Rs. 1 and above but below Rs. 1-8-0.	0 2 0	0 7 0	0 9 0
3. Employees whose average daily wages are Rs. 1-8-0 and above but below Rs. 2.	0 4 0	0 8 0	0 12 0
4. Employees whose average daily wages are Rs. 2 and above but below Rs. 3.	0 6 0	0 12 0	1 2 0
5. Employees whose average daily wages are Rs. 3 and above but below Rs. 4.	0 8 0	1 0 0	1 8 0
6. Employees whose average daily wages are Rs. 4 and above but below Rs. 6.	0 11 0	1 0 0	2 1 0
7. Employees whose average daily wages are Rs. 6 and above but below Rs. 8.	0 15 0	1 14 0	2 13 0
8. Employees whose average daily wages are Rs. 8 and above.	1 4 0	2 8 0	3 12 0

Under Chapter V-A of the Act as amended in 1951, however, the contributions are not payable by the employers as specified in column 3 of the table above. Instead the employers all over India pay the employers' special contribution as a percentage of their total wage bill. This percentage is to be specified by the Central Government from time to time taking into consideration the areas where the benefit provisions of the Act have been applied. The Central Government, by a notification, have fixed the percentage of the rates of employers' special contribution at $\frac{2}{3}$ per cent. of the total wage bill all over India with an additional $\frac{1}{3}$ per cent., i.e., $1\frac{1}{3}$ per cent. in all, for employers in areas where the Act has been put into force. The extra charge of $\frac{1}{3}$ per cent. in implemented areas has been laid down mainly on the ground that in these places the Corporation takes over the liability under the Workmen's Compensation Act and the State Maternity Benefit Acts from the employer. The Central Government, by a notification* in December 1956 have, however, indicated their intention to raise the rates of employers' special contribution from $1\frac{1}{3}$ per cent., to 3 per cent. in implemented areas and from $\frac{2}{3}$ per cent. to $1\frac{1}{3}$ per cent. in other areas. The date from which the new rates will become effective is yet to be decided. The employees in places where the benefit provisions of the Act apply are required to pay contributions at the rates shown in column 2 of the above table. Employees at other places do not pay any contribution.

Employees' contributions are payable in respect of every week for the whole or part of which an employee is employed and receives his wages. They are also payable in respect of periods of authorised leave and for periods of absence from work due to a lock-out or a legal strike, if, in respect of the period covered by such event, the employee receives wages in full or in part. The amount of weekly contribution payable in respect of an employee depends on his average wage during that week, the average being obtained by dividing wages earned by the number of days of actual work.

The provisions of Chapter V-A are designed to meet the needs of the transition period. When it is possible to extend the Act to practically the whole of India, these provisions can be made ineffective by the Central Government and then the contributions shall become payable as in the table above.

Benefits—The benefits provided under the Act are: (i) sickness benefit; (2) maternity benefit; (3) disablement benefit; (4) dependants' benefit; and (5) medical benefit. An insured person who is entitled to benefits under the Scheme is not eligible to claim similar benefits under the Workmen's Compensation Act or the State Maternity Benefits Act.

Sickness benefit—The benefit consists of periodical cash payments to an insured person in respect of such days of his sickness in a benefit period† as are certified by the duly appointed medical practitioner, provided he satisfies the contributory conditions laid down in the Act and certain other conditions prescribed in the Regulations.

*Ministry of Labour Notification dated 24th December, 1956 published in the Gazette of India, Part II, Section 3, January 5, 1957.

†i.e., a period of 26 consecutive weeks.

No benefit is payable for an initial period of two days except in the case of spell of sickness following, at an interval of not more than 15 days, the spell of sickness for which sickness benefit was last paid. The benefit is payable for a maximum number of 56 days in any continuous period of 365 days. The daily rate of benefit payable is equivalent to about one half of the assumed average daily wage as given in a schedule to the Act. A person in receipt of benefit is required to remain under medical treatment at a dispensary or other medical institution provided under the Act.

With effect from 1st June, 1956 the Corporation has extended sickness cash benefit to insured persons suffering from Tuberculosis. The qualifying condition for entitlement to this benefit is that the insured person should have been, at the beginning of the spell of sickness in which Tuberculosis is diagnosed, in continuous employment for a period of 2 years or more in a factory or establishment to which the benefit provisions of the Act apply. This benefit is limited to a period of 18 weeks following, whether immediately or after an interval, the last day for which sickness benefit at the full rate was due under the Act. Subject to the condition that the rate of extended sickness benefit shall not exceed the full rate of sickness benefit, the rate of cash benefit during the period of extension shall be Re. -/12/- a day or half the sickness benefit rate whichever is higher.

Maternity benefit—The benefit consists of periodical cash payments at the sickness benefit rate with a minimum of 12 annas a day for all days on which the insured women does not work for remuneration during a period of 12 weeks, of which not more than 6 weeks should precede the expected date of confinement.

Disablement benefit—This benefit is payable for temporary or permanent, partial or total disablement as a result of employment injury, which includes certain occupational diseases, sustained by an insured employee. Roughly, the rate of benefit for temporary disablement is equivalent to about one half of the assumed average daily wage for a continuous period of 52 weeks immediately preceding the week in which the employment injury occurs; this is called the full rate. The proportion of the full rate at which, and the period for which, the disablement benefit is payable are as follows:—

Nature of disablement	Rate of cash benefit and period for which available
(i) Temporary disablement ..	(i) At the full rate during the period of disability.
(ii) Permanent partial disablement ..	(ii) At a percentage of full rate as provided in section 4 of the Workmen's Compensation Act, for life.
(iii) Permanent total disablement ..	(iii) At the full rate for life.

In July 1956, the Corporation decided that artificial limbs should be provided to the insured persons whose limbs are lost as a result

of employment injury. Necessary arrangements have been made in this connection, with the Army Artificial Limb Centre, Poona. In the first quarter of 1957, 12 amputees were sent to the Limb Centre.

Dependents' benefit—The benefit consists of periodical payments at the following rates to the following dependents of an insured person who dies as a result of an employment injury sustained as an insured employee:—

- (a) An amount equivalent to $\frac{3}{5}$ ths of the full rate to the widow during her life or until re-marriage. If there are more widows the amount payable is to be divided equally among them;
- (b) An amount equivalent to $\frac{2}{5}$ ths of the full rate to each legitimate or adopted son until he attains an age of 15;
- (c) An amount equivalent to $\frac{2}{5}$ ths of the full rate to each legitimate unmarried daughter until she attains an age of 15 or until marriage, whichever is earlier.

The benefit to any son or daughter may be continued till the age of 18 if he or she continues education to the satisfaction of the Corporation. The total sum to be distributed among dependents is not to exceed a sum equal to the full rate. If none of the above dependents is left behind by the deceased insured person, the dependents' benefit may be paid to a parent or grand-parent for life or to certain other dependents for a limited period at such rates as may be determined by the Employees' Insurance Court. In such cases the maximum compensation will be 50 per cent. of the full rate.

Medical benefit—Normally an insured person is entitled to medical benefit for any week during which contribution is payable in respect of him (or her) or in which he (or she) is qualified to claim sickness benefit, maternity benefit, or disablement benefit. There is also a provision for giving medical benefit, as provided in the Regulations, to persons who cease to pay contribution under the Act. By a regulation, however, the Corporation has provided that even when an insured person ceases to contribute, he will continue to get medical benefit for 13 weeks after such cessation and if he has already paid 12 contributions in that contribution period, he will continue to be eligible for medical benefit till the end of the corresponding benefit period. A tuberculosis patient is entitled to medical care for about a year, following the date on which he otherwise becomes disentitled to it provided he had 3 years' continuous service to his credit at the time T.B. was diagnosed.

The medical benefit is provided either in the form of out-patient treatment at a dispensary or the clinic of Insurance Medical Practitioner or other institutions or by visits to the home of the insured persons or as in-patient in a hospital or other institution. The medical benefit is provided by the State Government concerned and the Corporation at present contributes $\frac{3}{4}$ ths of the cost incurred by the State Governments in this behalf. The benefit is provided either through the Service system or the Panel system. The latter is in force in Greater Bombay, Calcutta City and Howrah District,

Punjab and partly in Coimbatore and in Ujjain and Ratlam in Madhya Pradesh. The Service system is prevailing in the remaining implemented areas. The problem of tuberculosis has received special attention. Hospital accommodation includes one bed for tuberculosis for every 1,600 insured persons.

The Corporation has also decided that where substantial number of workers demand treatment by systems of medicine other than the Aliopathic system and where the State Governments have recognised the qualifications of doctors following such systems, treatment facilities should be provided under these systems as well. At present treatment under the *Ayurvedic* system is provided in Greater Bombay and Hyderabad.

Organisation of medical care—Special arrangements are being made for indoor treatment of insured persons in existing hospitals by reservation of beds as an interim measure till annexes, special wards or separate hospitals are constructed. The Corporation has agreed to advance loans to the State Governments for this purpose. The Act provides that, where necessary, the Corporation may at the request of the appropriate Government extend the medical benefit to the family of an insured person subject to such conditions as may be considered necessary. Although the Corporation decided to extend the facilities to workers' families, the same has not yet been put into force on account of several difficulties. However, the Corporation took certain preliminary legal and other steps, which were necessary before the scheme could be extended to workers' families.

The Corporation continued its efforts to effect economies in the administrative sphere. Steps were also taken to (i) improve standards of medical care, even in sparse areas, (ii) extend the scope of the Act to several new areas, (iii) give extended cash and medical benefits for T.B. patients from 1st June 1956, and (iv) improve the enforcement of the various provisions of the Act. The number of insured persons increased from 12.9 lakhs in 1955-56 to 13.7 lakhs in the following year. The total attendances at the State Insurance dispensaries increased from about 65.3 to 85.8 lakhs during the same period. About 18,000 cases were referred to hospitals for admission and 1,67,231 cases were sent for special investigations during 1956-57.

Adjudication of disputes—The Act contains provisions for the setting up by the State Governments of Employees' Insurance Courts to decide disputes and to adjudicate on claims. Such courts have been set up in the areas where the benefit provisions have been applied. Special Tribunals to deal with cases arising out of the payment or recovery of employers' special contributions have been set up in places where there are no Employees' Insurance Courts.

Enforcement—Being a first measure of its kind in South East Asia, there were inherent difficulties in the enforcement of the Scheme simultaneously in all the industrial centres in the country. Consequently a phased programme has been drawn up for the implementation of the scheme.

*With effect from 27th July, 1958 the medical care for workers' families has been undertaken in Bangalore. It is proposed to extend the scheme shortly to the families in Bihar, Punjab and Rajasthan.

The following table shows the areas, to which provisions of the Act have been applied; the dates of such application and certain other information:—

TABLE NO. CXXVII
AREAS, ETC., WHERE THE EMPLOYEES' STATE INSURANCE ACT HAS BEEN
ENFORCED (UPTO THE END OF MARCH, 1957)

State	Area	Date of enforcement	Approximate No. of employees	Number of insured persons at the end of	
				March 1956 in 000's	March 1957 (in 000's)
1. Andhra	(i) Hyderabad, (ii) Secunderabad.	1-5-55	24.0	33.4	35.0
	(iii) Visakhapatnam, (iv) Vijayawada, (v) Eluru, (vi) Mangalgi, (vii) Guntur, (viii) Chittivasla, and (ix) Nellimarla.	9-10-55			
2. Bombay	(i) Greater Bombay ..	3-10-54	500.0	626.0	560.0
	(ii) Nagpur ..	11-7-54			
	(iii) Akola, (iv) Hinganga.	27-5-56			
3. Kerala	(i) Alleppy, (ii) Quilon, (iii) Trichur, (iv) Ernakulam, and (v) Alwaye.	16-9-56	30.0	..	32.2
4. Madras	(i) Coimbatore ..	23-1-55	124.0	93.6	143.2
	(ii) Madras ..	20-11-55			
	(iii) Madurai, (iv) Ambasamudram and (v) Tulicorin.	28-10-56			
5. Madhya Pradesh.	(i) Gwalior, (ii) Indore ..	23-1-55	54.0	61.1	71.8
	(iii) Ujjain, (iv) Ratlam and (v) Burhanpur.	2-9-56			
6. Punjab	(i) Ambala, (ii) Amritsar (Chhehrata), (iii) Batala, (iv) Bhiwani, (v) Jannanagar, (vi) Jullundur, and (vii) Ludhiana.	17-5-53	30.0	44.6	47.5
7. Rajasthan.	(i) Jaipur, (ii) Jodhpur (iii) Bikaner, (iv) Pali (Mawar) (v) Lakheri, and (vi) Bhilwara	2-12-56	12.0	..	15.1
8. Uttar Pradesh.	(i) Kanpur ..	24-2-52	108.5	128.1	141.5
	(ii) Lucknow, (iii) Agra, (iv) Saharanpur.	15-1-56			
	(v) Allahabad, (vi) Varanasi (vii) Rampur, and (viii) Kalyanpur.	31-3-57			
9. West Bengal.	Calcutta Distt. and Howrah City.	14-8-55	230.0	285.4	270.2
10. Delhi	Delhi State ..	24-2-52	40.0	50.0	58.3
	Total ..	..	1,152.5	1,290.2	1,374.5

NOTE—Places in italics in col(2) show the areas in which the Act was enforced during 1956-57.

As a result of the extension of the scheme to new areas (shown in the table), about 1,90,500 additional workers were covered during 1956-57. The total number of workers insured upto the end of March, 1957 was 11,225 lakhs out of a total insurable population of about 20 lakhs. In pursuance of its policy of opening regional offices on a State-wise basis, the Corporation opened such an office in Indore, (Madhya Pradesh). Efforts were being made at the end of the year 1956-57 to open similar offices in Hyderabad, Amritsar, Jaipur and Trichur. In addition to the Regional Boards, the Corporation also set up a number of Local Committees and *ad hoc* committees to deal with local problems.

Rules and regulations—The position of the Rules and Regulations framed under the Act is as follows:—

- (a) The rules to be framed by the Central Government under Section 95 of the Act were made final and published*. A set of model rules for adoption by the State Governments under Section 96 of the Act was also framed by the Central Government and forwarded to the State Governments. All the States except Assam, Himachal Pradesh, Manipur and Tripura have finalised the Employees' Insurance Court Rules. All the State Governments except Assam and Mysore had finalised the Employees' State Insurance (Medical Benefit) Rules.
- (b) The Regulations to be framed by the Corporation under Section 97 of the Act were adopted by it, at its meeting held in May, 1950. The Employees' State Insurance (General) Regulations, 1950 and the Employees' State Insurance (Provident Fund) Regulations, 1951 have already been published in the Gazette of India. The Employees' State Insurance (Staff) Regulations were under consideration at the close of the year 1956-57.

Finances—The total income of the Fund during the year ending March, 1957 amounted to Rs. 6,13.74 lakhs as against Rs. 4,86.4 lakhs in the previous year—vide table, CXXVIII. Of the total of Rs. 6,13.74 lakhs, the employees' contribution was of the order of Rs. 2,59.4 lakhs or 42.2 per cent. The employers' contribution was Rs. 3,22.0 lakhs or 52.5 per cent. of the total. Income from interest and other sources amounted to Rs. 32.3 lakhs. The various items of expenditure and the amount expended on each of them during 1956-57 were: Benefits to insured persons and their families—Rs. 2,37.71 lakhs (38.8 per cent.); Administrative expenses—Rs. 50.53 lakhs (8.2 per cent.); Interests on loans and Revenue Surplus—Rs. 325.50 lakhs (53.0 per cent.). Some essential details regarding (i) the cash and other benefits given under the scheme, and (ii) the sources of income and items of expenditure are given respectively, in tables No. CXXVIII and CXXIX.

*Vide *Gazette of India*, dated 1st July, 1950.

TABLE NO. CXXVIII
SOURCES OF INCOME AND ITEMS OF EXPENDITURE EMPLOYEES' STATE INSURANCE FUND, 1955-56 AND 1956-57*

Sources of Income	1955-56		1956-57		Items of Expenditure	1955-56		1956-57	
	Rs. in '000's	Percentage of total	Rs. in '000's	Percentage of total		Rs. in '000's	Percentage of total	Rs. in '000's	Percentage of total
1. Employees' Contribution	2,39.61	49.3	3,22.63	52.5	1. Payment to State Govt. for medical care.	51.10	100.5	66.55	13.5
2. Employers' Contribution	2,25.20	46.3	2,59.39	42.2	2. Sickness Benefit	57.56	11.8	1,04.50	17.0
3. Interest and other income.	21.54	4.4	31.72	5.3	3. Maternity Benefit	2.13	0.4	4.13	0.7
					4. Temporary Disability Benefit.	11.21	2.3	27.61	4.5
					5. Pension Fund for P.D.B. & D.B.	13.93	2.9	4.76	0.8
					6. Other Benefits	17	0.0	36	0.1
					7. Administrative charges	11.05	0.2	50.23	8.2
					8. Reserve and Surplus	3,05.80	62.0	3,25.50	53.9
Total	4,86.45	100.00	6,13.74	100.0		4,95.45	100.0	6,13.54	100.0

* For similar information in respect of previous years see Indian Labour Year Book, 1955-56 issue, p. 313.

TABLE NO. CXXIX
CASH AND OTHER BENEFITS GIVEN UNDER THE EMPLOYEES' STATE INSURANCE SCHEME IN 1956-57

State	Attendance at dispensaries (Old and New combined)	Number of cases referred to hospitals for admission	Disbursalment B n fit*		Dependent B n fit		Sick leave Benefit		Maternity Benefit	
			Number of employees Admitted	Amount paid (in lakhs of rupees)	Number of deaths occurred and notified	Amount paid (in rupees)	No. of benefit days (in lakhs)	Amount paid (in lakhs of rupees)	No. of claims paid	Amount Paid (in rupees)
1	2	3	4	5	6	7	8	9	10	11
Andhra	3,06,754	618	783	24	5	3,824	1.16	1.83	371	31,026
Bombay	30,49,669*	5,580	16,810	807	32	16,221	28.97	59.46	1,753	2,23,612
Kerala	60,409	441	136	5	Nil	Nil	Nil	Nil	Nil	Nil
Madras	12,82,222	4,712	1,991	81	1	151	4.07	6.36	819	85,321
Madhya Pradesh	8,47,759	1,670	1,521	73	Nil	911	7.91	6.47	186	59,334
Punjab	3,89,083	714	1,460	35	2	6,166	0.61	1.16	12	1,764
Rajasthan	41,328	128	100	3	Nil	Nil	Nil	Nil	Nil	Nil
Uttar Pradesh	10,02,118	1,238	2,705	159	3	7,644	4.83	7.98	29	1,112
West Bengal	10,72,561*	2,228†	6,074	239	13	7,571	8.79	14.57	308	25,713
Delhi	5,10,201	1,028	2,774	111	2	8,846	2.81	5.81	54	3,750
Total	85,83,907	18,383	37,234	1,318	58	80,297	37.53	101.31	3,483	4,13,737

* Incomplete data.

† Includes both temporary and permanent disability benefit.

(c) THE COAL MINES PROVIDENT FUND AND BONUS SCHEMES ACT, 1948

Object and scope—The Coal Mines Provident Fund and Bonus Schemes Act, 1948 is designed to make adequate provision for the future of labour employed in coal mines, to inculcate in them a habit of thrift and to stabilise the labour force. Since the passage of the Act in 1948 it has been amended twice, viz., in 1950 and 1951. Under the Act powers have been vested in the Central Government to frame a Provident Fund Scheme and a Bonus Scheme for employees in coal mines. The mines to which the Schemes will apply are to be notified in the official Gazette.

The Coal Mines Provident Fund Scheme, framed under the Act, was in force at the end of March, 1957 in the coal mines situated in West Bengal, Bihar, Orissa, Madhya Pradesh, Assam and erstwhile Hyderabad. Its extension to mines in Rajasthan was under consideration at the end of March, 1957. The Coal Mines Bonus Scheme, framed under the Act, has been in force in the coal mines located in different States/Areas, from the dates shown against each of them: Madhya Pradesh and Orissa—10th October 1947; Rewa and Korea—1st January 1950; erstwhile Hyderabad—1st October 1952; Rajasthan—1st April 1954; Assam—1st October 1955; Bihar and West Bengal—12th May 1957.

Main provisions—The Act provides for framing a Provident Fund Scheme and a Bonus Scheme. The latter was framed in July 1948 and the former in December 1948. The salient features of these two schemes are given below:

(i) *Provident Fund Scheme*—The scheme framed under the Act may provide for (i) the class of employees entitled to join the Fund; (ii) conditions under which an employee may be exempted from joining the Fund or from payment of contributions, (iii) rate, time and manner of payment of contribution, (iv) the payment by employers of such amounts of money considered necessary to meet the cost of administering the Fund, (v) constitution of the Tripartite Board of Trustees, (vi) appointment of officers and servants of the Board and (vii) investment of funds, etc.

The Act lays down that the amount of Provident Fund standing to the credit of any member shall not in any way be capable of being assigned or charged and shall not be liable to attachment under any decree or order of any court in respect of any debt or liability incurred by the member. It also lays down that any amount standing in the Fund to the credit of any member at the time of his death and payable to his nominee under the Coal Mines Provident Fund Scheme, shall, subject to any deduction authorised by the said scheme, vest in the nominee and shall be free from any debt or other liability incurred by the deceased or by the nominee before the death of the member. During the year, the provisions of the Scheme relating to refund of money were amended. On the recommendation of the Board of Trustees, a graduated scale for refunding employers' contribution according to the length of membership was introduced.

A member could get back full employer's contribution after completing 15 years membership and could get 50 per cent thereof after completing 3 years' membership. Previously, completion of 25 years' membership was qualifying condition for full amount of employers' contribution and 10 years' for half the amount. The Scheme was further liberalised allowing full refund of employers' contribution and interest in cases of retirement after attaining the age of 50 years, irrespective of the period of membership.

Bonus Scheme—The Coal Mines Bonus Scheme provides for (i) payment of bonus on the basis of attendance of an employee in a coal mine during any period, (ii) class of employees eligible for bonus and conditions of eligibility, (iii) the rate and manner in which the bonus is to be calculated, (iv) conditions under which an employee may be debarred from getting bonus, (v) rate at which the employer will contribute towards the Scheme and (vi) time and manner of payment of bonus, etc.

During 1957, the Bonus Scheme was amended and a provision was made to make it obligatory on the part of the owner or owners of a coal mine to which the Scheme applies, to transfer all relevant records relating to the Scheme to the new owner or owners within a period of one month from the date of change of ownership. The amendment also provides that in the case of closure of a coal mine, all relevant records are to be forwarded within a period of one month to the Regional Labour Commissioner (Central) concerned together with a statement showing the outstanding amount of bonus if any to be paid to the workers. A third important provision made relates to punishment for non-observance of the provisions of the Act and the scheme framed thereunder.

Administration and enforcement—For the administration of the Schemes, the Government of India are authorised to appoint Inspectors. Persons contravening the provisions of the Schemes framed under the Act can be punished with imprisonment which may extend to 6 months or with a fine not exceeding Rs. 1,000 or with both. Provision has also been made in the Act whereby any scheme framed under the Act can be put into operation with retrospective effect from any date which may be specified in the Scheme.

Provident Fund Scheme—The administration of the Scheme continued to be with the Coal Mines Provident Fund Commissioner. Besides, the Board of Trustees comprising a Chairman and 6 representatives each of the Central Government, Employees and Employers continued to function. During the year, two meetings of the Board were held wherein important subjects relating to the working of the Scheme, etc., were discussed. As on 31st December, 1957 the total membership of the Coal Mines Provident Fund Scheme was 10,70,911. During the year 1956-57, 3,290 inspections were made by the various officers and inspectors. Two hundred and seventy-two show-cause notices were issued to various defaulting mine-owners and 158 complaints were filed as against 96 show-cause notices issued and 75 complaints lodged during the previous c., 1955-56.

Coal Mines Bonus Scheme—The Scheme provides an incentive to workers to be more regular in attendance and to avoid taking part in illegal strikes. This is done by providing payment of a quarterly bonus in addition to wages to workers who put in specified days of attendance in a quarter and do not take part in illegal strikes. The Scheme applies to all employees in a coal mine whose monthly basic earnings do not exceed Rs. 300 excluding *malis*, sweepers or domestic servants or labourers of a contractor engaged in brick or tile making. According to the provisions of the Scheme, the monthly-rated employees are entitled to a bonus equivalent to one-third of their basic earning of each quarter. The bonus is required to be paid within 2 months of the expiry of the quarter. Separate rates have been fixed for weekly-rated employees of the collieries in Assam, and the payment of bonus which is also on a weekly basis is made along with the wages. The qualifying period of attendance in a quarter for earning bonus and the categories of workers entitled to bonus in the different States as at the end of March 1957 were as follows:

State	Categories of workers	Qualifying attendance
1	2	3
1. West Bengal and Bihar ..	(i) Underground miners & piece-rated workers.	34 days in a quarter
	(ii) Other workers ..	66 days in a quarter
2. Madhya Pradesh, Orissa and Singareni Collieries of Hyderabad*.	(i) Underground miners & piece-rated workers.	60 days in a quarter
	(ii) Other workers ..	65 days in a quarter
3. Assam	†Category I ..	Not less than 1 days in a week.
	†Category II ..	Not less than 5 days in a week.
	Category III ..	Not less than 66 days in a quarter for monthly-rated employees.

*For certain categories of workers in the Singareni Collieries the qualifying period is, however, at 52 days per quarter.

†In addition, deferred bonus equivalent to 50 per cent. of total amount of weekly bonus will also be paid during a quarter.

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The following table shows the number of workers who earned bonus and the amount of bonus paid, etc., during 1956-57 in the various States:

TABLE NO. CXXX

NUMBER OF WORKERS WHO EARNED BONUS AND THE AMOUNT OF BONUS PAID, ETC., DURING 1956-57

State	Number of collieries	Average of bonus returns received	Average number of workers		Percentage of workers who qualified for bonus	Average amount of bonus distributed*
			employed in collieries submitting returns	who qualified for bonus		
1	2	3	4	5	6	Rs. 7
PART A†						
Assam	18	214††	30,968	29,728	95.0	29,665
Bihar	639	321	1,54,475	99,421	58.5	24,06,996
Hyderabad (old) ..	4	4	20,648	18,646	90.0	4,91,416
Madhya Pradesh (new).	48	45	30,478	34,864	69.0	9,64,727
Madhya Pradesh (old forming part of Bombay State).	8	8	5,817	3,808	65.0	43,348
Orissa	8	3	2,964	2,760	93.1	66,133
Rajasthan	1	1	175	149	85.0	3,913
West Bengal	222	138	1,00,723	51,907	51.4	11,24,532
Total	948	520††	3,66,248	2,32,283	63.4	51,30,730
PART B‡						
Andhra Pradesh ..	3	3	20,839	18,619	89.0	5,58,636
Bombay	9	9	6,924	5,002	72.0	1,36,684
Orissa	8	5	7,080	3,988	56.0	75,325
Total	20	17	34,842	27,609	79.0	7,70,645
Grand Total	968	537	4,01,090	2,59,892	64.8	59,01,375

*The figures are quarterly averages for the year 1956-57.

†Information is up to the period up to the date of re-organisation of States, viz., 1st November 1956.

‡Information relates to the period commencing from the reorganisation of States.

returns relating to weekly payment of bonus which is in force in Assam. the collieries in the State of Assam.

Administration—The administration of the Scheme was entrusted to the Coal Mines Provident Fund Commissioner up to August 1952. Since then, the Scheme is being administered by the Industrial Relations Machinery headed by the Chief Labour Commissioner (Central). The officers of the Industrial Relations Machinery carried out 3,379 inspections during the year ending March, 1957 as against 3,049 during 1955-56. The number of irregularities detected in 1956-57 was 25,982 as against 17,979 in the preceding year. The number of irregularities relating to non-payment, short payment or delay in payment of bonus formed as much as 92.3 per cent. of the total. Of the total number of irregularities 22,032 or 84.8 per cent. were rectified during the year. The remaining (3,769) irregularities were pending disposal.

(d) THE EMPLOYEES' PROVIDENT FUNDS ACT, 1952

Object and scope—The Employees' Provident Funds Act, 1952 became operative with effect from 1st November, 1952. It extends to the entire Indian Union except Jammu and Kashmir and applies in the first instance to factories employing 50 or more persons and which have completed three years of their existence. The Provident Fund Scheme framed under the Act initially applied only to six scheduled industries; viz., (i) cement, (ii) cigarettes, (iii) electrical, mechanical or general engineering products, (iv) iron and steel, (v) paper and (vi) textiles (cotton, silk and jute). Subsequently, the scope of the scheme was extended to the following 20 additional factory/non-factory industries: (i) match factories, (ii) edible oils and fats, (iii) sugar, (iv) rubber and rubber products, (v) electricity including generation, transmission and distribution, (vi) tea plantations (except those in Assam)†, (vii) printing and allied processes, (viii) glass, (ix) stone-ware pipes, (x) sanitary wares, (xi) electrical porcelain insulators, (xii) refractories, (xiii) tiles, (xiv) certain heavy and fine chemicals, (xv) indigo, (xvi) lac including shellac, (xvii) non-edible vegetable and animal oils and fats, (xviii) mineral oil refineries, (xix) industrial and power alcohol and (xx) asbestos cement sheets. The Act was amended in December, 1956 empowering Government to extend the provisions of the Act to non-factory establishments. In exercise of this power, establishments in the following non-factory industries were also brought within the purview of the scheme: (i) tea, coffee, rubber, cardamom and pepper plantations (with effect from 30th April 1957), (ii) gold, manganese, iron ore and lime-stone (with effect from 30th November 1957) and (iii) coffee-curing establishments (with effect from 30th November 1957). By virtue of a notification issued under Sub-section (3) of Section 1 of the Working Journalists' (Conditions of Service) Miscellaneous Provisions Act, 1955, the Employees' Provident Fund Scheme was extended to newspaper establishments with effect from 31st December 1956. The provisions of the Employees' Provident Funds Act do not apply to: (i) factories/establishments of the Government and local authorities and (ii) infant establishments with less than three years' standing. The question of deletion of the proviso relating to automatic exclusion of factories belonging to Government and local

[*Annual Report on the working of the Coal Mines Provident Fund and the Coal Mines Bonus Schemes, for the year 1956-57.]

†In Assam, the State Government have instituted a separate provident fund scheme for the plantation industry.

authorities is under active consideration of the Central Government and it is proposed to amend the Act suitably in this respect*. The Act as it stands now provides for exemption of certain categories of factories and persons and some details of the scheme have been given in the previous issue of the Year Book†.

Rate of Contribution—The employers' contribution to the Fund has been fixed at 6½ per cent. of the basic wages and dearness allowance including the cash value of food concession given to the employees. The employees are required to contribute the same amount as contributed by the employers in respect of them. However, if they so desire and if the Scheme so permits, they can contribute more subject to a maximum of 8½ per cent. of their basic wages and dearness allowance. The provisions of the Act as originally passed were not adequate for recovering dues from the employers. These provisions were strengthened by an amending Act.

Protection from attachment—The Act declares that the amount standing to the credit of any member of the Fund shall not in any way be capable of being assigned or charged and shall not be liable to attachment under any decree or order of any court in respect of any debt or liability incurred by the member. No employer can, by reason only of his liability for any contribution payable under the Act, reduce directly or indirectly, the wages of any employee, or, except as provided by any scheme, discontinue or reduce any benefit (similar to any benefit conferred by the Act or by any scheme framed thereunder) to which the employee is entitled under the terms of his employment. In order to secure proper enforcement of the Act, provision has been made for appointment of Inspectors by the appropriate Governments and for the punishment of defaulters and infringers of the law.

Employees' Provident Fund Scheme—Some of the important features of the scheme as in force now are mentioned in the following paragraphs.

- (i) *Applicability*—In order to become eligible for the benefits under the scheme a worker must have completed one year's continuous service or worked for 240 days during a period of 12 months, and his total emoluments (including cash value of food concession) should not exceed Rs. 500 p.m.
- (ii) *Contributions*—The workers are required to contribute 6½ per cent. of the basic wages, dearness allowance and cash value of food concession, if any. An equal amount is to be contributed by the employer. The contributions of each of the parties are to be calculated to the nearest quarter rupee. The amount of members' contribution can be recovered by the employer from wages of the members. Besides the contributions, the employers are also required to pay administrative charges to meet the expenses of the administration of the Fund. The rate of administrative charges is to be fixed by the Central Government. The

*The necessary legislation, i.e., the Employees' Provident Funds (Amendment) Bill, 1956 in this respect has now been passed by the Lok Sabha.
 †Indian Labour Year Book, 1955-56, p. 319.

rate of administrative charges fixed at present is 3 per cent. of the employers' and employees' contributions payable in a month. The aggregate amount received as the employers' and employees' contributions is to be credited to the "Provident Fund Account". A separate account called the "Central Administration Account" is to be maintained for recording all administrative expenses of the Fund including such administrative charges as the Fund may be authorised to levy. All interest, rent and other income realised and net profits or loss, if any, from the sale of investments not including therein the transactions of the Administration Account are to be credited or debited, as the case may be, to an account called the "Interest Suspense Account".

(iii) *Member's accounts*—Under the Scheme, employers are required to maintain a contribution card for each of their employees in which contributions made by or on behalf of each employee every month are to be recorded. These cards can be seen by any employee or inspected by the Employees' Provident Fund Commissioner or any officer authorised by him. The office of the Fund is also required to maintain an account for each member in which all contributions paid by him or his employer are to be entered. Each member is entitled to interest on the amount standing to his credit. The rate of interest is to be fixed by the Central Government in consultation with the Central Board set up under the Act. The rate fixed for the year 1957-58 was $3\frac{3}{4}$ per cent. The rate for the year 1956-57 was $3\frac{1}{2}$ per cent.

(iv) *Payment of employers' share of contribution*—Members of the Fund are authorised to withdraw the amount standing to their credit under certain circumstances such as retirement (either after superannuation or on account of permanent and total incapacity), migration from India. The members of the fund are entitled to receive the employers' share of the contribution but the share of the amount that can thus be claimed depends on the length of service. If a worker completes 15 years of membership, he gets the full amount of employers' contribution together with the interest thereon. He receives 85 per cent. of the contribution where the period of membership is 10 years or more but less than 15 years; 75 per cent., where it is five years or more but less than 10 years; 50 per cent., where it is 3 years or more but less than 5 years and 25 per cent. for less than 3 years' membership. The employers' contribution in full can also be paid if a worker (i) is retrenched from service, or (ii) is migrating for permanent settlement abroad, or (iii) is suffering from T.B. or Leprosy, or (iv) is physically or mentally incapacitated to work, or (v) retires after attaining the age of 55 years. Any amount not paid to members is to be credited to a Reserve Account.

*For greater details in this respect see *Indian Labour Year Book*, 1955-56; vide p. 320.

- (v) *Payment in the event of death or dismissal of a member*—In case of death of a member, the amount standing to his credit is to be paid to his nominee. If no nomination subsists or if the nomination relates to a part of the amount standing to his credit then the whole amount or the part thereof to which the nomination does not relate, as the case may be, is to be paid to the members of the family of the deceased member in equal shares. In cases where no nomination subsists and there is no family member, the amount standing to the credit of the deceased member is to be paid to the person legally entitled to it.

The Scheme provides that if a member is dismissed by his employer for a serious or wilful misconduct, the appropriate authority on receiving the intimation from the employer shall have the power to forfeit the employer's contribution up to a maximum of employer's contribution in the last two years and that of the current year.

- (vi) *Withdrawal for payment of Life Insurance premium*—The members are permitted to withdraw any amount standing to their credit in the Fund for purposes of making payments towards a policy of life insurance. Such withdrawals, however, cannot be made more than once in six months.

- (vii) *Administration*—The amount of the Fund vests in the Central Board of Trustees which is a tripartite body. The Secretary/Joint Secretary of the Government of India in the Ministry of Labour and Employment is the Chairman of the Board. Representatives of the Central and State Governments and all-India Employers' and Employees' Organisations are represented on the Board. The Central Provident Fund Commissioner is the Chief Executive Officer of the Central Board. He is appointed by the Central Government and is subject to its general control and superintendence. The Central Provident Fund Commissioner is assisted by thirteen Regional Provident Fund Commissioners one in each State. The Regional Provident Fund Commissioner at Bombay, Calcutta and Madras are whole time officers while the rest are more commonly Labour Commissioners of the respective State Governments. The Regional Provident Fund Commissioners are assisted by Accounts Officers and Provident Fund Inspectors. Provident Fund contributions are invested exclusively in Central Government securities. Legal action is taken against the defaulting employers by prosecuting them. There is a provision in the Employees' Provident Funds Act, 1952 for recovery of the outstanding amounts as arrears of land revenue. There is also a provision in the Act to recover damages on the amount due from the defaulting employers.

- (viii) *Number of workers covered under the Scheme*—Some details of the number of factories, workers, etc., covered by the scheme during the last two years are given on the opposite page.

TABLE NO. CXXXI

NUMBER OF FACTORIES COVERED BY THE EMPLOYEES' PROVIDENT FUND SCHEME AND THE NUMBER OF WORKERS EMPLOYED, 1955-56, AND ON 31ST DECEMBER, 1957.

	1955-56	At the end of December, 1957
1	2	3
(i) Total number of factories covered	2,194	6,272
(ii) Total number of workers covered (in Lakhs)	14.66	23.67
(iii) Number of exempted factories (out of (i) above)	527	746
(iv) Number of workers in (iii) (in lakhs)	9.17	10.30
(v) Total contributions collected including past accumulations from unexempted factories (in crores of rupees).	17.16	43.17

The Future—During the Second Five Year Plan period, it is proposed to extend the benefits of the Employees' Provident Fund Scheme to many other industries having a total strength of 10,000 workers throughout the country and also to some other industries which employ less than 10,000 workers but are well-organised. The Central Government is considering the question of extending the provisions of the Employees' Provident Funds Act, 1952 to commercial establishments (including banks, insurance companies, hotels, studios, transport companies, general trading concerns, etc.) employing about 2 lakhs of workers. By covering these establishments it is estimated that the benefits of provident fund will have been further extended to about 1.69 lakhs of employees, and about Rs. 4.24 crores per annum will be the employers' and employees' contributions at the rate of 6½ per cent. of basic wages and dearness allowance, etc.

(e) THE MATERNITY BENEFIT ACTS

Object and scope—Legislation providing for payment of cash maternity benefit, for certain periods before and after confinement, grant of leave and certain other facilities etc., to women employees in factories exists in all the States of the Indian Union. Besides, the Central Government passed the Mines Maternity Benefit Act, 1941 which provides for similar benefits to women workers in mines. Such benefits are also available to women employees in plantations in Assam, Kerala and West Bengal, under the respective State Acts. The scope of the Acts, qualifying conditions for payment, the periods and rates of maternity benefits are not, however, uniform. With a view to achieving uniformity and a minimum standard of maternity benefits, etc., certain model rules were framed by the Central Government in August, 1955 and the same were circulated to the State Governments for adoption. The question of amending the

Mines Maternity Benefit Act, 1941 in the light of these standards was under consideration of the Government of India at the end of the period under review. It may, however, be noted in this connection that the Employees' State Insurance Act, 1948 also provides for payment of maternity benefit, etc., to women employees. The employers in the areas where the Employees' State Insurance Act has been implemented are absolved of their liability under the Maternity Benefit Acts and the cost of medical care of workers etc., has been taken over by the Employees' State Insurance Corporation.

Main provisions—All the Acts provide for payment of maternity benefit to women workers on conditions prescribed in the Acts. The main provisions of the Acts relate to (i) the eligibility conditions. (ii) the period for which the benefit is paid, and (iii) the rate of benefit. Some details of the same are given in the table below :

TABLE NO. CXXXII
BENEFITS AVAILABLE UNDER THE MATERNITY BENEFIT ACTS

Name of Act	Qualifying conditions	Period of benefit (in weeks)	Rate of benefit
1	2	3	4
CENTRAL ACT			
1. Mines Maternity Benefit Act, 1941.	6 months' service preceding the day of delivery.	8	(i) As. 12 per day (ii) Rs. 6 per week for 10 weeks to woman who has worked below ground for at least 90 days in a mine during a period not exceeding six months.
STATE ACTS			
1. Assam Maternity Benefit Act, 1944.	150 days' service during the period of 12 months immediately preceding the date of notice.	8 for women employed in factories and 12 for those in plantations.	Plantations Re. 0.11-6 per day in addition to usual food concession during the period of 4 weeks preceding the day of delivery and 8 weeks after date of delivery.
2. Bihar Maternity Benefit Act, 1947.	6 months' service preceding the date of notice.	8	Average daily earnings or As. 8 per day whichever is greater.
3. Bombay Maternity Benefit Act, 1929.	9 months' service preceding the date of notice.	8	As. 8 per day in the cities of Bombay and Ahmedabad and elsewhere at the rate of average daily earnings or As. 8 per day whichever is less.
4. Hyderabad Maternity Benefit Act, 1942.	Do.	12	As. 12 per day.
5. Kerala Maternity Benefit Act, 1957.	150 days' service during the 12 months immediately preceding the date of notice.	12	Rs. 5.25 per week or @ 7/12th of the average daily wage multiplied by 7 for a week whichever is higher.

TABLE NO. CXXXII—contd.

1	2	3	4
6. Madhya Pradesh Maternity Benefit Act, 1958.	9 months' service preceding the date of notice.	12	7/12th of average daily earnings or 75 nP. per day whichever is higher.
7. Madras Maternity Benefit Act, 1931.	240 days' service during the period of one year immediately preceding the date of notice.	7	As. 8 per day.
8. Mysore Maternity Benefit Regulation, 1937.	9 months' service preceding the date of notice.	8	Average daily wage or As. 8 per day whichever is less.
9. Orissa Maternity Benefit Act, 1953.	6 months' service preceding the date of notice.	12	Actual daily wage or salary subject to a minimum of As. 12 per day.
10. Punjab Maternity Benefit Act, 1913.	9 months' service preceding the date of delivery.	54 days	Average daily earnings or As. 12 per day whichever is greater.
11. Rajasthan Maternity Benefit Act, 1953.	7 months' service preceding the date of notice.	8	Average daily earnings or As. 12 per day whichever is greater.
12. Uttar Pradesh Maternity Benefit Act, 1938.	6 months' service preceding the date of notice.	8	Average daily earnings or As. 8 per day whichever is greater.
13. (a) Bengal Maternity Benefit Act, 1939.	9 months' service preceding the day of delivery.	12	Rs. 5-4-0† per week (wholly in cash or partly in cash and partly in kind).
(b) West Bengal* Maternity Benefit (Tea Estates) Act, 1948.	150 days' employment in the 12 months' immediately preceding the expected day of delivery.	8	Average daily earnings or As. 8 per day whichever is greater.

*In West Bengal, plantations are entitled to maternity benefits under the West Bengal Maternity Benefit (Tea Estates) Act, 1948.

NOTE.—As a result of the decision reached at the Tripartite Conference held at Delhi in January 1947 the United Planters' Association of Southern India made the following recommendations in respect of South Indian Plantations:—

Rate of Benefit—As. 12 per day including the value of food concessions.

Period of Benefit—8 weeks.

Hyderabad and Madras Acts are still applicable to Andhra Pradesh.

†By an amending Bill introduced in West Bengal Assembly on 14th March 1958, the rate of maternity benefit was sought to be increased to Rs. 7-14-0.

From the table it will be seen that the qualifying period varies from about 5 to 9 months and the period for which benefit is payable from 7 to 12 weeks.

Additional benefits—Apart from the Mines Maternity Benefit Act which provides for the payment of Bonus* not exceeding Rs. 3, some of the State Acts also provide for additional benefits such as free medical aid, maternity bonus, provision of crèches, additional rest intervals, etc. These provisions are briefly summarised below:

- (1) *Assam**—The Act provides for free medical aid during the period of confinement.
- (2) *Bihar*—The Act provides for the payment of bonus of Rs. 5 if no pre-natal confinement or post-natal care is provided by the employer, free of charge.
- (3) *Kerala*—The Act provides for payment of a medical bonus of Rs. 10 under circumstances similar to the ones in Bihar (as stated at 2 above).
- (4) *Madhya Pradesh*—The Act provides for payment of a medical bonus of Rs. 10 to women workers on maternity leave, if no pre-natal care or post-natal care of any approved type is provided by the employer or under the Employees' State Insurance Act, 1948.
- (5) *Punjab*—A Bill† seeking to amend the State Act provides for a medical bonus of Rs. 10 to women workers on maternity leave if no pre-natal and post-natal care is provided by the employer free of charge.
- (6) *Rajasthan*—The Act entitles women workers to a bonus of Rs. 5 if they avail of the services of a qualified midwife or a trained women health visitor.
- (7) *Uttar Pradesh*—The Act provides for the payment of bonus of Rs. 5 under circumstances similar to those stated above in the case of Bihar.

The Acts in U.P. and Bihar also provide that a woman worker employed in any factory and having a child of less than one year of age shall be entitled to two intervals of rest of half an hour each—one in the forenoon and the other in the afternoon—at such time as she thinks fit. This is in addition to the normal rest intervals allowed under the Factories Act. However, if a crèche is maintained by the employer at the factory, the two additional intervals will be of 15 minutes' duration. The U.P. and Bihar Acts also provide for setting apart a room in the factory premises which shall be used as

*The obligation to pay this bonus does not arise in case of those employers who provide free services of a qualified midwife or other trained persons.

†This Bill (Punjab Maternity Benefit (Amendment) Bill, 1958) was introduced in the Punjab Sabha on 18th February 1958, vide notification No. 3-PLA-58/135 dated 18th February the Punjab Government Gazette.

a crèche and for the appointment of a female attendant thereat to look after children in factories where 50 or more women are employed or where 25 per cent. of workers employed are women and their number is not less than 10. By an amendment to the Punjab Act it is proposed to provide for (i) additional leave for one month in case of illness arising out of confinement, and (ii) a nursing-break of 15 minutes after every two hours of work to mothers having a child below 6 months of age and (iii) employment of women on light work during a period of one month immediately before her proceeding on maternity leave.

In case of miscarriage, the U.P. and Rajasthan Acts provide for 3 weeks' leave with pay from the day of miscarriage. The Punjab Act provides for 42 days' benefit, if the worker concerned had at least 6 months' service to her credit. The Kerala Act provides for 3 weeks' leave from the date of miscarriage with wages at the rate of Rs. 5.25 N.P. a week or calculated at the rate of 7/12th of the average daily wage, whichever is higher, during the period of absence.

Safeguards and penalties—In order to safeguard the interests of pregnant women workers, these Acts provide that such woman shall not be dismissed. Nor can a woman worker be discharged during the period of maternity leave. Employment of women during maternity leave is a penal offence but Assam Act permits such employment during 4 weeks preceding the date of child birth provided the work is of a light nature. The West Bengal Act permits employment of women on light work in tea estates during 6 weeks before confinement, if certified fit to do such work by the prescribed medical practitioner. Similarly, the Kerala Act prohibits employment of women during pregnancy on work of arduous nature or which requires long hours of standing at one place or which may, in any way, interfere with her pregnancy and is likely to cause miscarriage or adversely affect her health.

Administration—The administration of the Acts in all the States is the responsibility of the Factory Inspectorates. The Mines Maternity Benefit Act is administered by the Coal Mines Welfare Commissioner so far as coal mines are concerned. In respect of mines other than coal, the responsibility for enforcement vests with the Chief Inspector of Mines.

Rules framed under the Central and State Acts require employers to furnish to the administering authorities annual returns showing the number of claims made, number of claims paid, etc., during the year. The information contained in these returns is analysed and published by the State Governments in their annual reports on the working of the Act. The Labour Bureau compiles the data contained in the reports of the State Government and publishes in the *Indian Labour Gazette* an annual review on the working of the Acts in the country. The data on the next page giving some details regarding the working of the Act, in the different States, etc., have been reproduced from the review for the year 1956.

Enforcement.—The following table gives data relating to the number of complaints received and prosecutions launched under the Maternity Benefit Acts in some of the States for which data are available:

TABLE NO. CXXXIV

COMPLAINTS AND PROSECUTIONS UNDER THE MATERNITY BENEFIT ACTS IN SOME STATES DURING 1956†

State	Number of	
	Complaints received	Prosecutions launched
Andhra	Nil	2
Assam	142	2
Bihar	5	..
Bombay	64	2
Kerala	73	1
Madhya Pradesh	Nil	Nil
Madras	40	16

†These figures include the complaints, received in the mines also.

10. Industrial Relations: Central Acts

(a) THE INDIAN TRADE UNIONS ACT, 1926

Object and scope.—The main object of the Act is to give registered trade unions a legal and corporate status. It also gives immunity, from civil and criminal liability, to trade union executives and members for *bonafide* trade union activities. The Act applies to the entire Indian Union, except Jammu and Kashmir, where a separate Act, viz., the Jammu and Kashmir Trade Unions Act, 1950 is in force. Although the Act was amended in 1928 and again in 1942, no major change was introduced till 1947 when the Indian Trade Unions (Amendment) Act was passed. An important provision of the amending Act of 1947 relates to the compulsory recognition of representative unions by the employers. The Act also lists certain practices as unfair on the part of employers and employees. The provisions of the amending Act, however, have still not been put into force.

Main provisions.—The main provisions of the Indian Trade Unions Act, 1926 as in force are those that relate to (i) registration of unions, and (ii) (a) rights and privileges and (b) obligations and liabilities of registered trade unions. As regards registration, the Act provides that any seven or more members of a trade union can apply to the Registrar appointed under the Act for registration of the union, and can be given a certificate of registration, provided the rules of

the union are in accordance with Section 6 of the Act. At least half the total number of the office-bearers of a registered union must be persons actually engaged in the industry to which the union belongs. Under certain circumstances the Registrar of Trade Unions is authorised to withdraw or cancel the registration. Such action of the Registrar is, however, subject to appeal. Regarding the rights and privileges of registered trade unions, the Act protects the officers and members of a registered trade union against criminal proceedings in respect of any agreement for the purpose of furtherance of any legal object of the union. They are also protected from civil suits in respect of any act done in contemplation or furtherance of a trade dispute if the plea is only that such act induces some other persons to break a contract of employment or that it is in interference with the trade, business, or employment of some other persons. In regard to obligations and liabilities, the Act lays down the purposes for which the general fund of a registered trade union can be utilised. It is open to the unions to constitute a separate political fund for the promotion of civil and political interests of its members. The registered unions are also required to submit annual returns, in the form prescribed for the purpose, to the Registrar along with an audited statement of income and expenditure during the year. The account books of the unions are required to be kept open for inspection by an officer or member of the union. Any changes in the name, constitution and rules of the union as well as changes in the office bearers have to be notified to the Registrar.

The main provisions of the Indian Trade Unions (Amendment) Act, 1947 which has not yet been put into force are those that relate to (i) recognition of representative trade unions and (ii) 'unfair practices' on the part of employers and recognised unions. With regard to recognition of unions, the Act authorises the Central Government in the case of central undertakings, major ports, mines and oilfields and State Governments in other cases, to appoint Labour Courts to hear and decide disputes arising out of refusal of employers to recognise any particular union. No union is entitled to recognition by an order of the Labour Court unless (a) it is registered under the Act; (b) all its ordinary members are workmen employed in the same industry or in industries closely allied to or connected with one another; (c) it is representative of all the workmen employed by the employer in that industry or those industries; (d) its rules do not provide for the exclusion from membership of any class of workmen employed by the employer in that industry or those industries; (e) its rules provide for the procedure for declaring a strike; and (f) its rules provide that a meeting of its executive shall be held at least once in every six months.

Where a union has been recognised by an employer under orders of the Labour Court, the employer or the Registrar can apply to the Court for the withdrawal of recognition on the ground (a) that the executive or members of the union have committed any unfair practice, or (b) that the union has ceased to be representative of the workers, or (c) that the union has failed to submit returns required under the Act. The Act provides that after hearing the union, if the Court is satisfied that the union is no longer fit to be recognised, it

may withdraw the recognition. The executive of a recognised union is entitled to negotiate with the employer in respect of matters connected with the employment or non-employment, or terms of employment or the conditions of labour of all or any of its members and to display notices of the union in any premises where its members are employed.

The unfair practices on the part of a recognised union are: (a) for a majority of the members to take part in an irregular strike; (b) for the executive of the union to advise, support or instigate an irregular strike; and (c) for an officer of the union to submit returns containing false statements. The following acts have been declared as unfair practices on the part of the employer: (a) to interfere in any way with the rights of his workmen to organise a trade union or to engage in concerted activities for the purpose of mutual aid or protection; (b) to interfere with the formation or administration of any trade union or to contribute financial or other support to it; (c) to discharge or otherwise discriminate against any officer of a recognised trade union because of his being such an officer or against any workman because he has made allegations or given evidence in any enquiry or proceeding under the Act; and (d) to refuse to negotiate with the recognised union or to deny privileges granted by the Act to the recognised union. The Act lays down penalties for recognised unions as well as employers for committing any unfair practice.*

*Administration and enforcement***—The Act is administered by the State Governments who are required to appoint Registrars of Trade Unions for proper compliance of the provisions of the Act.

(b) THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946

Object and scope—The Act seeks to provide for the framing of standing orders in industrial establishments defining with precision the conditions of employment of workers employed therein. It is applicable to all such industrial establishments in the Indian Union, except Jammu and Kashmir, as employ 100 or more workers. The appropriate Governments are, however, empowered to extend the scope of the Act to establishments employing less than a hundred workers or to any other class or classes of establishments as may be specified by them or to exempt any of the establishments from its scope. The Act does not apply to any industry to which the provisions of chapter V of the Bombay Industrial Disputes Act, 1938 were applicable, before the commencement of the Central Act. The Act as recently amended† does not apply to any establishment in so far as the workmen employed therein are persons covered by the Fundamental and Supplementary Rules, Civil Services (Classification, Control and Appeal) Rules, Civil Services (Temporary Service) Rules, Revised Leave Rules, Civil Service Regulations, Civilians in Defence Service

*In pursuance of the recommendations made at the 16th Session of the Indian Labour Conference held at Nainital in April, 1958, certain proposals to amend the Indian Trade Unions Act are at present under the consideration of the Govt. of India. The proposals, *inter-alia*, relate to (i) refusal to register a union when one of the signatories to the application is discharged, (ii) minimum monthly membership of annas four, and (iii) powers of the Registrar to inspect the books of a trade union.

**For statistics relating to trade unions see the section on *Trade Unions*, vide pp. 156—65.

†This was brought in force with effect from 17th September 1956.

(Classification, Control and Appeal) Rules, or the Indian Railway Establishments Code, or any other Rules or Regulations that may be notified by the appropriate Government in the Official Gazette.

Extensions and exemptions—By virtue of the powers given under the Act the appropriate Governments have extended the scope of the Act to some industrial undertakings which since have been exempted therefrom. Important amongst such industrial establishments in various States are as follows:

Assam—In May, 1949, the Act was extended to all industrial establishments, except mines, quarries, oilfields and railways, employing ten or more workers.

Bombay—In December, 1955, the Act was extended to all establishments employing 50 or more workers. The employees of the Bombay State Road Transport Corporation were excluded from the scope of Act during 1957.

Uttar Pradesh—The scope of the Act has been extended to all member establishments of the Employers' Association of Northern India and of the Uttar Pradesh Oil Millowners' Association, electric supply undertakings, water works and industrial establishments engaged in glass industry irrespective of the number of workers employed therein. In November, 1950 the Act was also made applicable to undertakings employing less than 100 workers, provided the employer concerned voluntarily applied for certification of the Standing Orders.*

West Bengal—In January 1952, the State Government extended the Act to all industrial establishments employing 50 or more workers.

Delhi—Delhi Transport Service and Delhi Polytechnic have been exempted.

The Central Government exempted the industrial establishments in the port of Visakhapatnam from the applications of the Act in January, 1957.

Main provisions—The main provisions of the Act relate to: (i) procedure for submission of draft Standing Orders, (ii) conditions for certification, (iii) date of operation and display of these orders, (iv) procedure for modifications, and (v) machinery for the implementation of the Act. Regarding the procedure for submission of draft Standing Orders, the Act provides that the draft orders should be submitted (either by a single employer or by a group of employers) within six months from the date on which the Act becomes applicable. The draft so submitted should, *inter-alia*, provide for every matter set out in the schedule to the Act. It should also be, as far as practicable, in conformity with the model standing orders. Along with draft the employer is required to furnish information regarding

April, 1958, the State Government further extended the Act to all such industrial establishments engaged in oil industry, as came within the purview of the Factories Act, 1948.

the number of workmen employed and their affiliation to a trade union, if any.

The conditions for certification of the Standing Orders are that the orders should provide for all the matters specified in the Schedule (to the Act). Till recently, i.e., September, 1956, it was not open to the Certifying Officer to adjudicate upon the reasonableness or otherwise of the provisions of the Standing Orders. This lacuna was removed by the Industrial Disputes (Amendment and Miscellaneous Provisions) Act, 1956.

As regards the date of operation of Standing Orders, the Act provides that these shall come into operation on the expiry of 30 days from the date on which authenticated copies thereof are sent to the parties, unless an appeal against them has been preferred. In case of an appeal, the Standing Orders, as modified by the Appellate Authority, will come into operation on the expiry of seven days from the date on which the copies of the orders of the Appellate Authority are sent to the parties concerned. The Standing Orders, as finally certified, are required to be prominently posted on a special board in English and in the language understood by the majority of the workmen.

The Act lays down certain procedure for modification of the Standing Orders even after certification in order that adjustments may be possible in the light of the experience gained in their actual working. Application for modification can be submitted to the Certifying Officer either by an employer or a workman desiring the change. The procedure for submission of the application for modification is the same as in the case of first application for certification of the draft Standing Orders. A certified Standing Order cannot be modified until the expiry of six months from the date on which it became effective or its last modification was put into force. It can, however, be modified even before the expiry of six months if the modification sought is mutually agreed upon between the employer and the workmen.

The machinery for implementing the Act consists of the Certifying Officer and the Appellate Authority. The Labour Commissioner, where one is appointed, otherwise an Officer appointed for the purpose by the appropriate Government has to discharge the functions of the Certifying Officer. The 'Appellate Authority' is an Industrial Court, wherever it exists, or in its absence any authority appointed for the purpose by the appropriate Government. A list of Certifying Officers and Appellate Authorities appointed by some of the State Governments is given on page 350.

TABLE NO. CXXXV

LIST OF CERTIFYING OFFICERS AND APPELLATE AUTHORITIES UNDER THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946

State 1	Certifying Officer 2	Appellate Authority 3
Andhra	Labour Commissioner ..	Industrial Tribunal, Hyderabad.
Assam	Labour Commissioner ..	Development Commissioner.
Bihar	Labour Commissioner ..	Industrial Tribunal.
Bombay	Labour Commissioner ..	Industrial Court.
Madras	Labour Commissioner ..	Industrial Tribunal till 26th August 1957 and Labour Courts thereafter.
Mysore	Labour Commissioner ..	Industrial Tribunal, Bangalore.
Orissa	Labour Commissioner ..	All the District Judges.
Punjab	Labour Commissioner ..	Industrial Tribunal
Uttar Pradesh ..	Labour Commissioner ..	State Industrial Tribunal till 4th April 1957 and the Industrial Tribunal (Textiles) thereafter.
Rajasthan	Labour Commissioner ..	Judge, High Court.
West Bengal ..	Labour Commissioner ..	N.A.
Delhi	Conciliation Officer ..	Director of Industries and Labour.

N.A. Information not available.

As regards the question of application or interpretation of Standing Orders the Act, as recently amended,* provides that any employer or workman may refer the question to any one of the Labour Courts, constituted under the Industrial Disputes Act, 1947 to whom such powers have been given by the appropriate Government. Such Courts are required to give an opportunity to the parties concerned and give their decision which will be final and binding on the parties.

Administration—The administration of the Act is the responsibility of State Governments except in the case of Central Undertakings such as railways, major ports, oilfields, etc. For Central Undertakings the Government of India have appointed the Chief Labour Commissioner (Central) to exercise the powers of the Appellate Authority. The powers of Certifying Officers have been entrusted to the Regional Labour Commissioners at Kanpur, Calcutta, Bombay, Dhanbad, Madras and Jabalpur. The Assistant Labour Commissioner (Central) at Headquarters continued to exercise the powers of the Certifying Officer in respect of industrial establishments under the control of any Ministry of the Central Government.

Enforcement—Some data are available regarding the progress of Certification, etc., during the calendar year 1956 and the same are given in Table No. CXXXVI.†

*The relevant provision of the Industrial Disputes Amendment and Miscellaneous Provisions Act, 1956 was brought into force with effect from 7th October, 1956.

†For further details see the article on 'Working of the Industrial Employment (Standing Orders) Act, 1946 "during 1956" vide Indian Labour Gazette, June 1956 pp. 1204—1241.

TABLE NO. CXXXXVI
PROGRESS OF CERTIFICATION OF STANDING ORDERS DURING 1956

State	Number of		Establishments having certified Standing Orders in respect of all or a group of employees at the beginning of the year		No. of applications for certification								Establishments having certified Standing Orders in respect of all employees at the end of the year		Establishments having certified Standing Orders in respect of only a group of employees at the end of the year	
	Establishments coming within the purview of the Act	Employment in establishments in col. 2	No. of Establishments	No. of Employees	Pending at the commencement of the year	Received during the year	Disposed of during the year	Pending at the end of the year	Pending at the commencement of the year	Received during the year	Disposed of during the year	Pending at the end of the year	No. of Establishments	No. of Employees	No. of establishments	No. of employees
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Andhra ..	207	1,24,728	162 (78-3)	1,02,763	30	2	11	21	..	..	..	..	173† (83-6)	1,00,992	..	..
Assam ..	659	4,24,715	605 (73-2)	3,58,359	67	21	12*	76	..	..	..	..	781 (82-2)	3,65,727	..	..
Bihar ..	237	1,64,650	185 (78-1)	1,51,757	22	15	14	23	..	..	..	..	153§ (61-1)	1,22,747	29 (12-2)	30,952
Bombay ..	1,191	2,48,400	316 (36-8)	1,38,013	323	47	70†	294	55	..	1†	54	307 (25-8)	1,10,228	55 (4-6)	30,194
Kerala ..	1,130*	1,52,181	536 (47-2)	1,00,262	3	9	1	8	..	..	..	..	510† (47-6)	1,00,848	..	..

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Madras ..	1,0309	4,97,703	681 (65.6)	4,51,008	71	117	62	177	..	..	..	..	570 (51.0)	4,28,833	..	..
Mysore ..	135	97,682	17 (12.0)	31,110	32	21	29	27	..	..	..	..	37 (27.4)	38,230	4 (3.0)	4,129
Orissa ..	48	17,781	13 (27.1)	8,517	7	3	1	0	..	..	..	..	13 (27.1)	8,904	1 (2.1)	36
Punjab ..	106	39,780	63 (38.0)	20,588	82	11	1	92	7	..	..	7	57 (31.3)	15,238	7 (4.2)	6,011
Rajasthan	49	10,337	23 (14.0)	18,183	3	7	5	5	1	2	..	3	20 (10.8)	13,596	7 (14.3)	5,711
Uttar Pradesh.	637	1,86,105	601 (61.3)	1,81,472	13	40	19	34	..	..	..	..	620 (97.3)	1,82,583	..	..
West Bengal	1,901	9,15,071	1,337 (68.2)	10,75,911	148	403	329	222	56	4	47	13	1,066 (80.0)	11,03,630**	47 (2.4)	22,878
Andamans	7	1,715	7A (100.0)	1,715	..	..	..	..	..	..	..	..	7 (100.0)	1,745	..	..
Delhi ..	46	24,155	35 (70.1)	21,299	2	0	3	8	..	4	..	4	37 (80.4)	21,786	1 (2.2)	981
Total ..	7,809	20,14,138	4,673 (59.8)	20,08,306	800	708	566	936	119	10	48	81	4,980 (63.8)	20,30,087	151 (1.9)	1,00,922
Central Under-takings.	1,517	5,78,392	976 (63.0)	5,02,810	142	83	52	104	1	1	1	1	1,010 (65.7)	4,83,139	2 (0.1)	171

N.B. Figures in brackets show the percentage.

** 1 set Standing Orders for 73 establishments and 1 set for 2 establishments.

† Figures under verification.

† Excludes 190 establishments transferred to Kerala and Mysore States and includes 17 transferred from Travancore-Cochin State.

‡ This includes one establishment which has adopted the provisions of certified Standing Orders of East Nowgong Rice Millers Association, and also includes the figure under Col. 16.

§ 88 establishments were weeded out from the list as they were employing less than 100 workers and 10 establishments were transferred to West Bengal.

¶ The draft standing orders in respect of 5 in col. 8 and 1 in col. 12 have not been proceeded with as the establishments concerned were either closed or were not covered by the Act.

¶ Out of 1,039 establishments 298 have gone to Kerala and Mysore States.

¶ 6 establishments were weeded out from the list as some were closed during the year and some were employing less than 100 workers.

A Revised.

† 12 establishments transferred to Kerala and Mysore States.

(c) THE INDUSTRIAL DISPUTES ACT, 1947†

Object and scope—The Industrial Disputes Act was passed in March, 1947 and it replaced the previous legislation on the subject, viz., the Trade Disputes Act, 1929. Since 1947 the Act has been amended several times i.e., in 1949, 1950, 1951, 1952, 1953 and 1956. § The Act of 1947 was a comprehensive measure adopted by the Central Government with a view to improving industrial relations. It provides the machinery for peaceful settlement of industrial disputes and for the establishment of works-committees to enquire into, and settle individual grievances and day-to-day difficulties. The Act introduced the principle of compulsory arbitration and prohibited strikes in public utility services, without notice. The Act set up for the first time two new institutions viz., (i) Works Committees consisting of representatives of employers and employees in undertakings employing 100 or more workers, and (ii) Industrial Tribunals for the adjudication of industrial disputes.

In order to remove some shortcomings, noticed in the working of the Act, the Central Government has amended the same from time to time. The last amendment was the Industrial Disputes (Amendment and Miscellaneous Provisions) Act, 1956. By virtue of this amending Act, far reaching changes have been introduced in the original Act. It has, for instance, (i) enlarged the definition of the 'workman', which now includes technical staff and supervisory personnel drawing a salary up to Rs. 500* per month, (ii) streamlined the adjudication machinery by providing for a three-tier system, for ensuring expeditious settlement of disputes at the appropriate levels, (iii) abolished the Labour Appellate Tribunal, (iv) removed the difficulties experienced by employers by the operation of Section 33 of the Act, (v) incorporated provisions for voluntary reference of disputes to arbitration, (vi) made provisions for enforcement of agreements reached between the parties, (vii) enhanced the penalty provision so as to ensure implementation of awards and (viii) added the following five industries to the schedule of the original Act which may be declared to be public utility services—(1) banking, (ii) cement, (iii) defence establishments, (iv) service in hospitals and dispensaries, and (v) fire brigade service.

The Act extends to the whole of India, except the State of Jammu and Kashmir, where its provisions apply to industrial disputes concerning workmen employed under the Government of India only. During 1956, the Government of Jammu and Kashmir introduced the Jammu and Kashmir Industrial Disputes (Amendment) Bill, 1956 in the State Legislature. The main aim of the Bill is to bring State Law in line with the corresponding Indian Law.

Main Provisions—Main provisions of the Act, as amended up-to-date, relate to (i) works committees, (ii) conciliation and adjudication machinery, (iii) strikes and lock-outs, and (iv) lay-off and retrenchment compensation. The important provisions of the Act in relation to these are briefly given below.

(i) *Works Committees*—Appropriate Governments have been empowered to prescribe that works committees should be constituted in every industrial establishment employing 100 or more workmen. The

*Persons employed in managerial and administrative capacity although drawing less than Rs. 500 are not deemed to be 'workmen'. Persons employed in police service or as an officer or other employee of a prison are also excluded from the scope of the Act.

†For a detailed historical background, see *Indian Labour Year Book*, 1946; pp. 82-84.

main function of these committees is to remove causes of friction between employers and workers in the day-to-day working of the establishment and to promote measures for securing amity and good relationship between them.

(ii) *Conciliation and Adjudication Machinery*—(a) *Conciliation and Court of Enquiries*—The appropriate Governments are authorised to appoint Conciliation Officers for any specified area or industry and to constitute Boards of Conciliation, or Courts of Enquiry for settling disputes. The Act makes it compulsory for Government to refer all disputes relating to public utility services for conciliation, but in case of other disputes, the Government can exercise discretion. Agreement reached between the parties concerned during the course of conciliation proceedings becomes binding on the parties and effective from the date agreed upon or from the date on which it is signed by the parties. The agreement remains binding for the period agreed upon by the parties, or if no such provision exists in the agreement, for a period of 6 months. Thereafter it continues to be binding until the expiry of two months from the date on which a notice in writing of an intention to terminate the settlement is given by one of the parties. If no agreement is reached, the Conciliation Officer or the Board of Conciliation, as the case may be, is required to submit a full report to the appropriate Government stating the steps taken to bring about a settlement as also the causes responsible for the failure of the conciliation proceedings. The Board of Conciliation is also required to give in its report its recommendations for the settlement of disputes. Once the Conciliation Officer has given his report in the case of failure to arrive at a settlement, it is up to the appropriate Government to decide whether the dispute should be referred for adjudication or not. The Government can also refer disputes to Boards, Courts or Tribunals either of its own accord or on application by the parties. In case no reference is made, the appropriate Government has to record and communicate to the parties reasons for not referring the dispute for adjudication. But it is obligatory upon the Government to refer a dispute to a Board, Court, Tribunal or National Tribunal, if the parties to the dispute jointly or separately apply in the prescribed manner and the Government is satisfied that persons applying represent the majority of each party. The appropriate Government can even make a reference in case of establishments where there is no actual dispute but in respect of which it feels that a certain reference made in other establishments is likely to affect them also. Actual or apprehended disputes can be referred for adjudication by the Government.

(b) *Adjudication*—The Act now provides for a three-tier system of original Tribunals, viz., Labour Courts, Industrial Tribunals and National Tribunals. The first two can be appointed by both the Central and State Governments but the last, i.e., National Tribunals only by the Central Government. Matters within the jurisdiction of Labour Courts and Industrial Tribunals are specified in the Second and Third Schedules to the Act. The Labour Courts are to deal with day-to-day

*The relevant provision of the Industrial Disputes (Amendment and Miscellaneous Provisions) Act, 1956 was brought into force with effect from 7th October, 1956.

†For further details see the article on 'Working of the Industrial Employment (Standing Orders) Act, 1946 during 1956; Vide *Indian Labour Gazette*, June, 1948; pp. 1234—1241.

‡For some details regarding the provisions of the amending Acts, see the *Indian Labour Year Book*, 1955-56; p. 336.

matters like propriety or legality of an order passed by an employer under the Standing Orders, application and interpretation thereof; discharge or dismissal of workmen including re-instatement of, or grant of relief to, workmen wrongfully dismissed; withdrawal of any customary concession or privilege; illegality of a strike or lock-out, etc., as specified in the Second Schedule to the Act. Matters within the jurisdiction of a Labour Court and those specified in Schedule Three to the Act also come within the jurisdiction of Industrial Tribunals. Matters relating to wages, allowances, bonus, gratuity, provident fund, shift-working otherwise than in accordance with Standing Orders, rules of discipline, rationalisation, retrenchment of workmen and closure of establishment are also covered by Third Schedule to the Act. The Act empowers the Central Government to add to, alter or amend the Second or Third Schedule. The National Tribunals are to adjudicate upon disputes on reference to them by the Government. Central Government can also refer to the National Tribunal for adjudication disputes involving any question of national importance or of such nature that industrial establishments situated in more than one State are likely to be interested or affected by it.

If a dispute is referred to a National Tribunal, no Labour Court or Tribunal will have jurisdiction to adjudicate upon any matter which is under adjudication before the National Tribunal, and any reference in so far as it relates to such a matter pending before a Labour Court or an Industrial Tribunal will be void.

(c) *Enforceability of awards*—An award becomes enforceable on the expiry of 30 days from the date of its publication. The appropriate Government, if it is a party to an award or if the Central Government is of opinion in the case of an award given by the National Tribunal, that it will be inexpedient on public grounds to give effect to the whole or any part of it, can declare that the award shall not become enforceable on the expiry of thirty days from the date of its publication. The appropriate Government or the Central Government, as the case may be, have also the power to make an order rejecting or modifying the award within 90 days from the date of its publication. In such a case, the Government are required to lay before Legislature or Parliament, as the case may be, the award with a copy of the order on the very first available opportunity. The award so modified becomes enforceable on the expiry of 15 days from the date on which it is so laid before the Legislature. If the Government does not reject or modify the award within 90 days of its publication, it becomes operative on the expiry of the said 30 days from the date of its publication.

(d) *Duration of awards*—All awards remain in operation for a period of one year in the first instance. But the appropriate Government has the power to extend the period of operation by any period not exceeding one year at a time. However, total period of operation of an award is not to exceed three years. The awards continue to be in operation even after the expiry of the prescribed period unless two months' notice of termination is given by either of the parties to the opposite party. The appropriate Government can also refer for adjudication the issue for reducing the period of operation if there is a material change in the circumstances. The Government can take this course either on its own or on the application of any party bound by the award.

(e) *Arbitration*—The Original Act of 1947 had no provisions for voluntary arbitration of disputes. Under the amended Act, the parties to a dispute can, by written agreement, refer the dispute for arbitration, before it has been referred for adjudication to a Labour Court, Tribunal or a National Tribunal. A copy of the agreement is to be forwarded to the appropriate Government and the Conciliation Officer. The appropriate Government is required to publish it in the official Gazette within 14 days of its receipt.

By virtue of a new provision in the amending Act of 1956 the appropriate Governments are empowered to refer to a Labour Court, Tribunal or National Tribunal for final decision on all questions which in its opinion involve doubts and difficulties as to the interpretation of any provisions of an award or settlement.

(f) *Penalties*—Prior to the enactment of the Industrial Disputes (Amendment and Miscellaneous Provisions) Act, 1956, penalty for breaches of settlement or award was Rs. 200 for first conviction and maximum of Rs. 500 for second or subsequent convictions. In order to make the penalty provision deterrent and to ensure compliance of settlements and awards, a new provision has now been added. According to this no distinction exists between the first and subsequent convictions. A punishment of imprisonment extending to 6 months or fine or both may also be awarded for non-compliance. Besides, by another enabling provision the courts are authorised to order payment of a part of the fine realised to the aggrieved party as a compensation. The Act also prescribes penalties for other offences such as illegal strikes and lock-outs, disclosure of confidential information, etc.

(g) *Notice of change*—The amended Act also provides that the employer shall not introduce any change in respect of certain matters relating to conditions of employment specified in the Fourth Schedule to the Act without giving the workman concerned 21 days' notice of his intention to do so.

(h) *Position during pendency of proceedings*—The Original Act protected workmen in regard to any matter or misconduct connected with the disputes. But the amending Act now provides that when an employer finds it necessary to proceed against any workman in regard to any matter connected with the dispute, he may do so in accordance with the Standing Orders applicable to the workmen. If such action involves dismissal or discharge, the employer must pay the workmen wages for one month and simultaneously apply to the authority for approval of such action. A limited number of representatives of the workers have, however, been given protection in all matters whether connected with the dispute or otherwise.

(iii) *Strikes and lock-outs*—The appropriate Governments are authorised to prohibit the continuance of any strike or lock-out if the dispute has been referred to a Board or Tribunal. The Act declares strikes and lock-outs in public utility services to be illegal if they are commenced or declared: (a) without giving a notice in the prescribed manner or (b) during the pendency of conciliation proceedings before a Conciliation Officer and 7 days after the conclusion of such proceedings. All strikes and lock-outs whether in public utility services or not, are also deemed to be illegal if commenced or declared

during the pendency of (a) conciliation proceedings before a Board and 7 days after the conclusion of such proceedings; (b) proceedings before a Tribunal and two months after the conclusion of such proceedings, and (c) during any period in which a settlement or award is in operation, in respect of matters covered by the settlement or award. Continuance of strike or lock-out is not illegal if it existed prior to the reference of the dispute to a Board or Tribunal provided that such a strike or lock-out was not in contravention of the provisions of the Act, when it commenced or its continuance was not prohibited by the Government concerned. A strike or a lock-out declared in consequence of an illegal lock-out or strike is also illegal. Financial aid in direct furtherance of an illegal strike or lock-out is prohibited under the Act.

(iv) *Lay-off and retrenchment compensation*—Workers employed in any factory, mine or plantation, having an average daily employment of 50 or more workers and where the work done is not of intermittent or seasonal character, are entitled to compensation for lay-off provided they have a qualifying service of 240 days in the preceding twelve calendar months. *Badli* or casual workers are, however, not entitled to such compensation. The compensation is payable at the rate of half the basic wage and dearness allowance for a maximum period of 45 days in any period of 12 calendar months. The amending Act of 1956 lays down that where a worker is laid off for more than 45 days, whether continuously or intermittently, and the lay-off after the expiry of the first 45 days comprises continuous periods of one week or more, the workman shall be paid for all the days comprised in every such subsequent period of lay-off for one week or more unless there is an agreement to the contrary between him and the employer.

No compensation shall be payable to a workman who has been so laid-off (a) if a workman refuses to accept alternative employment in the same establishment or in any other establishment belonging to the same owner in the same town or village within a radius of 5 miles from the establishment to which he belongs, if in the opinion of the employer, such alternative employment does not require any special skill or previous experience and can be done by the workman, provided that the wages which would normally have been paid to the workman are offered for the alternative employment also; (b) if the worker does not present himself for work at the establishment at the appointed time during normal working hours at least once a day; and (c) if such laying-off is due to a strike or slowing-down of production on the part of workmen in another part of the establishment.

Such categories of workmen as are eligible for lay-off compensation are also entitled to retrenchment compensation. No workman employed in any industry who has been in continuous service for not less than one year can be retrenched by an employer until one month's notice is given to him in writing indicating the reasons for retrenchment. After the period of notice has expired and compensation has been paid at the rate of 15 days' average wages for every completed year of service or any part thereof in excess of 6 months. No such notice is necessary if the retrenchment is under an agreement which specifies a date for termination of service. An employer desiring to effect retrenchment must give notice in the prescribed manner to the

appropriate Government. In case, a person is retrenched after the expiry of the first 45 days lay-off, any amount paid to him as lay-off compensation can be set off against retrenchment compensation. The principle of 'last come first go' is to be followed as the procedure for retrenchment. But where a departure is made from this principle, it is obligatory on the employer to record reasons therefor. During the year, 1956, a number of undertakings put up notices of closures on allegedly 'bonafide' grounds. The Supreme Court held that in cases of bonafide closure no retrenchment compensation, was payable. In order to reduce the hardships caused to workers on account of this interpretation, the Industrial Disputes (Amendment) Act of 1957 was passed and it was brought into force with retrospective effect, i.e., from December, 1956. This amendment provides that retrenchment compensation shall be payable in 'bonafide closure' or transfer of an undertaking. In the case of a change of ownership the workers shall not be entitled to compensation if they were re-employed on terms and conditions which were not less favourable to them. On account of closure due to circumstances beyond the control of employers, the maximum compensation payable to workmen has been limited to their average pay for three months. Undertakings engaged in construction work and those closing down within two years on account of the completion of its work, will not be required to pay compensation to their workers.

The Government of India have also promulgated, from time to time, certain other Ordinances and passed certain Acts to supplement the provisions of the Industrial Disputes Act, 1947 in order to meet certain special requirements. Some details of these examples have been given in the previous issues of the Year Book. Some State Governments have amended the Industrial Disputes Act, 1947, in its application to their States. Amending Acts to the Central Act were adopted by the Government of Madras and Uttar Pradesh in 1949 and 1951 respectively and Mysore, Punjab and Saurashtra in 1953.

STATE ACTS

To supplement the provisions of Central Act relating to prevention and settlement of industrial disputes some States have passed their own Acts. The States which have passed such Acts are Bombay, Madhya Pradesh* and Uttar Pradesh. In Jammu and Kashmir, where the Central Acts are not in force, the State Government passed an Act in 1950 on the lines of the Industrial Disputes Act, 1947 as it was originally passed.† The main provisions of the three State Acts,‡ viz., Bombay, Madhya Pradesh and Uttar Pradesh are given below:

(a) THE BOMBAY INDUSTRIAL RELATIONS ACT, 1946

Object—The Act was passed in 1947 with a view to securing speedier settlement of industrial disputes. Under the Act trade unions which are not registered under the Indian Trade Unions Act have no place in the settlement of such disputes.

*Government of erstwhile Madhya Bharat adopted Bombay Act in 1950.

†In October 1957, the Government of Jammu and Kashmir published the text of Jammu and Kashmir Industrial Disputes (Amendment) Bill, 1956. The aim of the Bill is to bring the State law in line with the corresponding Indian Law.

‡For other details see *Indian Labour Year Book*—pp. 342—348.

Rights and Obligations of Unions—The employees can be represented in the proceedings under the Act by any of the following four categories of unions, viz., representative unions, qualified unions, primary unions and approved unions. Approved unions are authorised to collect union dues, to hold meetings in the premises of the undertakings, and to inspect the work places of its members. Approved unions are authorised to refer any dispute to the Industrial Court for arbitration or to Wage Boards. They are also entitled to legal aid from the Government in important proceedings. However, approved unions staging or instigating an illegal strike shall not be entitled to registration under the Act. A representative union is a sole bargaining agency in all proceedings in which they are entitled to appear. Any agreement reached with such a union will be effective and an award will be made in terms of such agreement, unless the Court Wage Board, or Arbitrator, as the case may be, is satisfied as to the existence of an illegality, mistake, etc., vitiating the agreement. The Act provides for the framing of Standing Orders by the employers and for constitution of Joint Committees which serve as a direct and continuous link between employers and employees. An agreement reached in the course of conciliation proceedings becomes binding on the parties. In case no agreement is reached in the course of proceedings the Conciliator is required to send a complete report to the Chief Conciliator. If, at any stage, the parties agree to submit the dispute to arbitration, it becomes obligatory on the part of the Conciliator to refer the dispute for arbitration. By an amendment of the Act in 1948; provision was made to split up the disputes in parts for purposes of conciliation, etc., if the parties agree. The Bombay High Court, in one of its decisions, held that a registered agreement, etc., to which a registered union is a party would be binding only on the members of the union and not on the other employees. This decision necessitated an amendment of the Act which was done in 1955. By virtue of the amending Act, provision was made for giving retrospective effect to a registered agreement, settlement award, etc., and to make them binding on all employees in the industry in the local area.

Machinery—For settling industrial disputes through arbitration; the Act provides for the creation of Labour Courts and also a Court of Industrial Arbitration. The Labour Courts are to deal with disputes relating to Standing Orders, changes in respect of matters specified in schedule III to the Act and to arbitrate upon disputes referred to it by Government. The Court of Industrial Arbitration is the Appellate authority. The Act provides for the appointment of Labour Officers and of Courts of Enquiry. The functions of the Labour Officers are to promote harmonious relations between employers and employees, to report to the Government the existence of any industrial dispute and to appear in any proceedings under the Act.

The amending Act passed in 1948 provides for the setting up of Wage Boards to deal with general questions affecting the whole industry. The Wage Boards are to function under the general supervision of the Industrial Court. In order to avoid multiplicity of proceedings under the Act, an amending Act was passed in 1953. By this amendment the Industrial Courts, Labour Courts and Wage Boards have been empowered to decide all matters connected with or arising out of any industrial matter or dispute.

(b) THE CENTRAL PROVINCES AND BERAR INDUSTRIAL DISPUTES SETTLEMENT ACT, 1947 (MADHYA PRADESH)

Object—The Act, more or less, follows the model of the Bombay Industrial Relations Act. The original Act provided for the registration of only recognised unions for purposes of representation of employees; but by virtue of an amending Act of 1955, provision has been made for the replacement of a recognised union by one having a larger membership.

Main Provisions—The Act provides for the constitution of Works Committees whose functions are more or less the same as those prescribed under the Industrial Disputes Act, 1947. Provision has also been made for compulsory framing of certified Standing Orders by the employers. For purposes of conciliation, the Act provides for the setting up of a permanent conciliation machinery consisting of Conciliators, Special Conciliators and a Chief Conciliator for the whole State. By virtue of the amending Act passed in 1955, provision has also been made for the appointment of Board of Conciliation. The Act empowers Government to set up District Industrial Courts or an Industrial Court for the whole State to determine industrial disputes and to deal with such other industrial matters as may be referred to them under the Act. The duty of the State Industrial Court is to give its opinion on any issue or matter relating to industrial disputes which may be referred to it by the Registrar or District Industrial Court. Appeals from the decisions of District Courts lie with the State Court. The decisions of the State Court are final and binding on the parties concerned. The Act lays down the procedure to be adopted in referring an industrial dispute for arbitration, and empowers the State Government to refer at any time any industrial dispute to the State Industrial Court for arbitration on its merits.

The amending Act of 1955 authorises the State Government to constitute a Wage Board for one or more industries for the State, and lays down the industrial matters that may be referred to it. The State Government is also empowered under the Act to modify or reject the decision of the Board after laying the decision together with the Statement of their reasons for modification and rejection before the State Legislature. The Act also empowers the Wage Board to modify its own decisions for sufficient reasons. Appeals against the decisions of the Wage Board can be filed before the State Industrial Court within six weeks. However, no appeal can be filed if the decision relates to any industry carried on by a department of the State Government.

(c) THE UTTAR PRADESH INDUSTRIAL DISPUTES ACT, 1947

Object—The Uttar Pradesh Industrial Disputes Act, 1947 was passed in December, 1947 and since then has been amended thrice, i.e., in 1950, 1953 and 1957. The Act confers wide powers on Government and authorises it to issue orders 'inter alia' (a) prohibiting strikes or lock-outs generally or in connection with any industrial dispute; (b) requiring employers and/or workers to observe such conditions and terms of employment as may be specified in the order; (c) appointing industrial courts (d) appointing committees representing both employers and workmen; (e) referring any industrial dispute for conciliation or adjudication; (f) regulating or controlling the working of any public utility service; and (g) regarding any other incidental or supplementary matter.

The Act as originally passed in 1947, was a very brief measure containing mostly enabling provisions authorising the State Govern-

ment to take various measures, for the promotion of industrial peace. In order to bring it in conformity with the provisions of the Central Act as amended, the State Government introduced the Uttar Pradesh Industrial Disputes (Amendment and Miscellaneous Provisions) Bill in the State Legislature. It became an Act on 29th December, 1956. The main changes introduced by the amending Act are as follows:

- (i) The Central Act provides that the appropriate Government may constitute an Industrial Tribunal consisting of one person only. Since the State Government felt that disputes which affected or were likely to affect more than one industrial establishment should be adjudicated upon by Tribunals consisting of at least three persons, the amending Act makes the necessary provision in this regard.
- (ii) Under the Central Act, the appropriate Governments are not empowered to refer any award for reconsideration by the adjudicating authority. By virtue of the amending Act, the State Government are now authorised to remit the award of a Labour Court or a Tribunal for reconsideration before its publication in the Gazette.
- (iii) The State Act provides that an arbitration award shall not become enforceable if the State Government are satisfied that the same has been given or obtained through collusion, fraud or misrepresentation.
- (iv) The Act further lays down that any settlement arrived at between the employer and the workmen otherwise than in the course of conciliation proceedings in order to be binding should be registered under the Act. The Registration Authority may refuse registration of any such settlement if it considers it to be expedient to do so on public grounds affecting social justice, or if the settlement has been brought about as a result of collusion, fraud or misrepresentation.
- (v) On the matter of representation of parties the Uttar Pradesh Act provides that no officer of a union shall be entitled to represent any party unless a period of two years has elapsed since its registration under the Indian Trade Unions Act, 1926. No such provision exists in the Central Act.

11. Miscellaneous

(a) THE CHILDREN (PLEDGING OF LABOUR) ACT, 1933

To eradicate the evils arising from the pledging of children for employment in factories, the above Act was passed in February, 1933. The Act applies to the whole of India except the State of Jammu and Kashmir and declares void an agreement, written or oral, to pledge the labour of a child below 15 years by the child's parent or guardian in return for any payment or benefit. However, an agreement made without detriment to a child and not made in consideration of any benefit other than reasonable wages to be paid for the child's services and terminable at not more than a week's notice is not deemed to be an illegal agreement. A person who knowingly enters into an agreement with a parent or an employer who knowingly employs a child is liable to a fine up to Rs. 200. A parent who knowingly pledges the labour of his child is liable to be punished with a fine not exceeding Rs. 50. A child has been defined as a person below the age 15 years.

(b) THE EMPLOYMENT OF CHILDREN ACT, 1938

Object and Scope—The main object of the Act is to check the abuses arising out of the employment of children in workshops which are outside the scope of factory legislation. The Act was first passed in 1938 to regulate the employment of children in occupations connected with (i) transport of passengers, goods or mails by railway, and (ii) any port authority. It has been amended on five occasions since then, viz., in 1939, 1948, 1949, 1950, and 1951. The last amending Act was passed to give effect to the I.L.O. Convention relating to night work of young persons employed in industry which has been ratified by India. The Act extends to the whole of India except the State of Jammu and Kashmir.

Main provisions—The main provisions of the Act relate to the prohibition of employment of children in certain occupations. The main features of these provisions as they stand now are given below.

The Act prohibits the employment of children below the age of 15 in any occupation connected with the transport of passengers, goods or mails by railways, or connected with a port authority within the limits of any port. The Act further lays down that with the exception of children employed as apprentices or trainees, no child between the ages of 15 and 17 can be employed or permitted to work in these occupations unless he is allowed a rest interval of at least 12 consecutive hours in a day. This period of rest is to include at least 7 such consecutive hours between 10 P.M. and 7 A.M. as may be prescribed by the appropriate Government. Power has been conferred upon the appropriate Government to relax restrictions relating to rest period in case of an emergency.

The Act also prohibits the employment of children below the age of 14 in workshops connected with bidi making, carpet weaving, cement manufacture (including bagging of cement), cloth printing, dyeing and weaving, manufacture of matches, explosives and fire works, mica cutting and splitting, shellac manufacture, soap manufacture, tanning and wood cleaning. These provisions, however, do not apply to workshops where the work is done by the occupier with the aid of his family only or to any school established, aided or recognised by any State Government. State Governments are empowered to extend the scope of this provision of the Act to any other employment also. In exercise of this power the Government of Madras has extended the Act to children working as cleaners in workshops attached to motor transport companies. The Government of Uttar Pradesh has also extended this provision of the Act to brassware and glass bangle industries.

The railway administrations and port authorities are required to maintain registers showing names and dates of birth of children below the age of 17 employed by them, their periods of work, intervals of rest, nature of work, etc. They are also required to display notices containing relevant abstracts of the Act in a conspicuous and accessible place in such Indian language or languages as may be prescribed. Any person contravening provisions of the Act is liable to be punished with imprisonment which may extend to one month or, with fine which may extend to Rs. 500 or with both.

Rules made under the Act—In exercise of the powers conferred by section 7 of the Act, the Government of India have framed the Employment of Children (Railways) Rules, 1955 and the Employment

of Children (Major Ports) Rules, 1955. These Rules relate to the grant of rest intervals, maintenance of registers for children between 15 and 17 years of age, display of abstracts of the Act, authorities competent to grant certificate of fitness, powers of Inspectors, etc. These rules replaced the Employment of Children (Railway/Major Ports) Rules, 1940. Similarly, the State Governments of Assam, Bihar, Bombay, Madras, Mysore, Orissa, Punjab, Uttar Pradesh and West Bengal have also framed rules* under the Act.

The Governments of Andhra and Rajasthan also propose to frame similar Rules for their respective States. These Rules generally deal with such matters as powers of an Inspector, competent authorities to grant certificate of age, form of such a certificate, etc.

Administration—The administration of the Act in most of the States is the responsibility of the Chief Inspectors of Factories. In some States, Labour Commissioners or Deputy Commissioners have been declared to be Inspectors under the Act. So far as Central Undertakings are concerned, the administration of the Act is the responsibility of the Chief Labour Commissioner (Central). The Chief Labour Commissioner (Central), all Regional Labour Commissioners (Central), Conciliation Officers (Central) and Labour Inspectors (Central) have been notified as Inspectors in respect of Railways. The Central Government have appointed Conciliation Officers (Central) in the Ports of Madras, Visakhapatnam, Bombay, Calcutta and Cochin as Inspectors under the Act, in so far as ports are concerned.

Enforcement—Some data are available regarding the enforcement of the Act in Railways and Ports, for which the Chief Labour Commissioner (Central), is the administrative authority. His report for 1955-56 reveals that the total number of establishments inspected was 3,762 during 1955-56 as against 5,345 in the previous year. The number of irregularities detected in 1955-56 was 564. The irregularities mainly related to non-display of abstracts, the employment of under-aged persons and non-maintenance of registers. These irregularities were brought to the notice of the authorities concerned and a number of them were rectified.

(c) COLLECTION OF STATISTICS ACT, 1953

Objects and scope—The Collection of Statistics Act, 1953 came into force from the 10th November, 1956 repealing thereby the Industrial Statistics Act, 1942.

Main provisions—It provides for the collection of statistics on (a) any matter relating to any industry or class of industries; (b) any matter relating to any commercial or industrial concern or class of commercial or industrial concerns, and in particular, any matter relating to factories; (c) any of the following matters so far as they relate to welfare of labour and conditions of labour, namely:—

- (i) price of commodities;
- (ii) attendance;
- (iii) living conditions including housing, water supply and sanitation;
- (iv) indebtedness;
- (v) rents of dwelling houses;
- (vi) wages and other earnings;

*No data are available regarding Madhya Pradesh and Kerala.

- (vii) provident and other funds provided for labour;
- (viii) benefits and amenities provided for labour;
- (ix) hours of work;
- (x) employment and unemployment;
- (xi) industrial and labour disputes;
- (xii) labour turnover; and
- (xiii) trade unions;

The Act empowers the statistics authority appointed by the appropriate Government to call for such information or returns as may be prescribed, by serving a notice and to examine the relevant records and documents. No information can, however, be published in such manner as would enable any particulars to be identified as referring to a particular concern without prior consent of the owner of that concern in writing. Penalties have been provided for non-submission of returns and for furnishing wrong information. The Central Government may give directions to a State Government as to the carrying into execution of this Act in the State. The Act extends to the whole of India except the State of Jammu and Kashmir.

Model Collection of Statistics (Labour) Rules have been drafted. These envisage collection of quarterly statistics of employment, earnings, absenteeism, etc., from specified types of establishments, e.g., registered factories, plantations, etc. A separate set of Rules called Collection of Statistics (Industrial and Labour Disputes) Rules have also been drafted providing for the collection of statistics of industrial disputes in respect of all sectors of economic activity. Pending implementation of these Rules framed under the Collection of Statistics Act, the former arrangements for the collection of quarterly statistics on employment, attendance, earnings, absenteeism, etc. in respect of labour employed in registered factories, plantations (tea, coffee, rubber and cinchona), tramways and ports under the Industrial Statistics (Labour) Rules were continued. According to information available in the Bureau, most of the States except Uttar Pradesh and Orissa were collecting returns under these Rules. A satisfactory coverage of the returns could not, however, be achieved by many of the States because of difficulties of staff and resources. The whole question of proper enforcement of the Labour Rules is under the consideration of the Government of India.

Enforcement—Some of the States continued to furnish consolidated quarterly statistics to the Bureau. In view of the unsatisfactory coverage and long time-lag, however, not much use could be made of these statistics. An article on the quarterly statistics received from the Punjab under the Labour Rules for the period July, 1952 to June, 1953, was published in the January, 1957-issue of the *Indian Labour Gazette*.

(d) LEGISLATION RELATING TO INDEBTEDNESS

In order to deal with the problems arising out of the indebtedness of industrial workers, several laws have been enacted from time to time in the country. The provisions of some of these facts relating to indebtedness and allied problems are discussed below:

Attachment of wages—The Royal Commission on Labour in India recommended, *inter alia*, that "the salary and wages of every workman receiving less than Rs. 300 p.m. be exempted entirely from

the possibility of attachment.”* With a view to implementing this recommendation the Government of India amended the Civil Procedure Code of 1908 providing for the exemption of attachment of salaries of all workers getting less than Rs. 100 per month and in the case of Government employees the first Rs. 100 and the moiety of the remainder. The amending Act also limits the period of continuous attachment and provides that if a worker's salary has been attached for a period of 24 months it should remain immune from liability of further attachment for a period of one year.

Imprisonment for debt—The Government of India amended the Civil Procedure Code in 1936 to prevent imprisonment for non-payment of debt. According to the amending Act, imprisonment of debtors, except where a debtor is likely to obstruct or delay the execution by leaving the Courts' jurisdiction or where there has been a dishonest transfer of property, etc., is disallowed. The Punjab Government also passed an Act known as the Punjab Relief of Indebtedness Act, which came into force in 1935. Under this Act, no judgement debtor can be imprisoned unless he refuses to pay a sum within his capacity from such property as is liable to attachment in execution of a decree.

Liquidation of debts—The Government of Madhya Pradesh passed an Act known as the Adjustment and Liquidation of Industrial Workers' Debt Act, 1936. The Act applies to industrial workers whose earnings do not exceed Rs. 50 per month. Under this Act, a worker whose debt exceeds his assets and three months' wages can present a petition for the liquidation of his debts. After enquiring into the facts of the case, including the workers' wages, and the number of dependents, the Court decides upon the amount which the worker may be required to pay.

Besetting industrial establishment—The Bengal Government passed an Act known as the Bengal Workmen's Protection Act, 1934 which provides that any person loitering at or near any factory, workshop, etc., with a view to recovering debts from persons employed therein would be liable to punishment with a fine or imprisonment which may extend to six months or with both. The Act applied in the first instance, to Calcutta and three surrounding areas but the Government were empowered to extend the scope of its application to other areas. The Act was amended in 1940 to make its provisions more specific and to extend its scope to workmen employed by local authorities and in public utility services and to seamen.

The Government of Madhya Pradesh passed an Act known as the Central Provinces Protection of Debtors' Act, 1937 which is more or less on the lines of the Bengal Act, but wider in scope. The Madras Government also passed an Act on this subject in 1941 which is called the Madras Workmen's Protection Act, 1941.

The Government of Bihar enacted the Bihar Workmen's Protection Act, 1948 which is designed to prevent the recovery of debts from certain classes of workmen by be-setting the places where they work to receive their wages and to protect such workmen from molestation and intimidation by their creditors. Besetting with a view to recovering debt is punishable with a fine or imprisonment up to 6 months or with both.

*Report of the Royal Commission on Labour in India—p. 232.
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CHAPTER X

INDIAN LABOUR OVERSEAS

The various aspects of conditions of labour within the country have been discussed in the foregoing chapters. In order to make the study of Indian labour complete, we shall discuss in this chapter the position of labour of Indian origin settled overseas.

The flow of Indian workers to new plantations in newly discovered countries had actually started in the early part of the 19th century when the economic and political power of India had weakened and had necessitated the search for employment outside the borders of the country. With the abolition of slavery the planters in certain countries were also compelled to search for the cheap labour supply elsewhere and such labour was available in abundance in India at that time. Many of the workers, who had originally gone out with the intention of returning after some time and had the right of repatriation after a specified period of contract, however, preferred to settle down in the countries to which they had migrated. The table on the next page shows the number of persons of Indian origin and their proportion to the total population of some overseas countries.

A detailed account of the conditions of labour of Indian origin in different countries is given in the following paragraphs:—

UNITED KINGDOM

According to the information available in the Bureau, the estimated number of Indian workers in the United Kingdom was about 80,000.

The majority of these workers are illiterate or barely literate in English. Most of them are unskilled labourers with a small percentage only of semi-skilled workers. There are no special wage rates, housing, educational and medical facilities for Indian workers as they are entitled to the same treatment as British subjects.

CEYLON

Labour of Indian origin in Ceylon is mainly employed in tea and rubber plantations. During the year 1956, labourers of Indian origin were employed in 1,757 estates. In 1,557 of these estates the number of labourers of Indian origin was 4,52,970. Of these, only 1,924 were non-residents and the rest residents. The Ceylon Government, who are pursuing a policy of Ceylonisation which has found expression in the Ceylon Citizenship Act, 1948, the Immigration and Emigration Act and the Indian Residents Citizenship Act of 1949, have left little scope for the employment of fresh immigrants in Ceylon. In addition to restrictions imposed on immigration, the tendency is to deprive such labourers of Indian origin as have not been able to acquire Ceylon citizenship of employment and benefits under the National Insurance and other social welfare schemes. For the last few years, the citizenship law is being administered in a very stringent manner and a large number of applications of Indian labourers for Ceylon citizenship have been rejected. During the last three years there have been

TABLE NO. CXXXVI

NUMBER OF PERSONS OF INDIAN ORIGIN AND THEIR PROPORTION TO THE
TOTAL POPULATION OF SOME OVERSEAS COUNTRIES

Country	Year to which informa- tion relates	Total population	Population of Indian origin	Percent- age of col. 4 to col. 3
1	2	3	4	5
United Kingdom	1957	5,30,00,000	1,50,000*	2.8
<i>Asia</i>				
Ceylon	1956	85,89,000	4,52,970†	5.3
Burma	1931	1,46,67,146	10,17,825	6.9
Federation of Malaya	1956	62,00,000	7,00,000‡	11.3
<i>East & Central Africa</i>				
Kenya	1957	62,54,000	1,61,700	2.6
Tanganyika	1957	87,88,466§	71,760||	0.8
Uganda	1957	56,79,000	56,600	1.0
Zanzibar & Pemba	1948	2,64,162	15,211¶	5.8
Federation of Rhodesia & Nynsa- land.	1956	47,80,000	9,000	0.2
South Africa	1951	1,24,37,227	3,58,738**	..
<i>West Indies</i>				
Jamaica	1957	15,00,000	24,900	1.7
Trinidad and Tobago	1957	7,20,800	2,67,000	37.0
British Guiana	1957	4,86,900	2,38,950	49.1
<i>Others</i>				
Fiji Islands	1956	3,45,737††	1,69,403	49.0
Mauritius & Dependencies	1956	5,79,123	3,89,205	67.2

*This figure is a very rough estimate and is based on the 1951 Census with later modifications. The Census figure merely gives the number of people residing in United Kingdom who were born in India. This necessarily included families of British Service people and officials who had returned to United Kingdom after 1947.

†Estate workers only.

‡Including Ceylonese and Pakistanese.

§Including 2,853 persons in transit.

||Including Pakistanese.

¶It includes the nationals of Pakistan and Goa as well.

**The figure refers to Asiatics of whom 98 per cent. were Indians.

††The estimated population at the end of 1957 was 3,61,038.

more departures of Indian estate labourers as compared to their arrivals in Ceylon, as shown by the following figures:—

Year								Arrivals	Departures
1955	..	..	..	..	..	..	..	992	2,339
1956	..	..	..	..	..	..	..	2,363	2,320
1957	..	..	..	..	..	..	..	1,672	3,581

The following were the minimum daily rates of wages inclusive of special allowances paid to tea and rubber estate workers in 1956 and 1957 respectively.

TABLE NO. CXXXVII

MINIMUM RATES OF WAGES INCLUSIVE OF SPECIAL ALLOWANCE IN TEA AND RUBBER ESTATES OF CEYLON DURING THE YEARS 1956 AND 1957

Estate			1956			1957		
			Men	Women	Children	Men	Women	Children
			Rs. C.	Rs. C.	Rs. C.	Rs. C.	Rs. C.	Rs. C.
Tea	..	..	2 35	1 88	1 56	2 38	1 89	1 57
Rubber	..	..	2 50	2 13	1 81	2 53	2 14	1 82

The Colombo Consumer Price Index Number with base Average Prices 1952=100 was 102.8 in 1957 as compared to 100.2 in 1956.

Besides wages and dearness allowance, every Indian male worker and resident widow with at least one non-working child is entitled to $\frac{1}{4}$ th bushel of rice free of cost every month. A normal working day comprises 9 hours with one hour's interval at mid-day. Overtime work is paid for at $1\frac{1}{2}$ times the ordinary rate. Employers are bound by law to provide work for six days in the week or pay for such periods to all labourers of Indian origin. A labourer is entitled to annual holidays with pay at the rate of one day for each unit of 5 days worked in excess of 228 days in the case of men workers and 204 days in the case of women and children, subject to a maximum of 12 days per year. Every woman worker who has worked for 150 days or more on the same estate within the year immediately preceding her confinement is entitled to Rs. 42 as maternity benefit. With the permission of the Commissioner of Labour, an employer instead of paying the cash benefit of Rs. 42 in full, may provide certain facilities such as the use of maternity ward or services of a qualified midwife. In that case, the cash benefit payable is only Rs. 24.

Medical, housing, educational and recreational facilities are shared by both Sinhalese and Indian labourers. There are hospitals, dispensaries and crèches in a number of estates. The estates employ midwives for maternity and child welfare work. Maternity benefits are

paid and there is provision for the payment of compensation to workers against disablement or death.

Labourers live in line rooms which usually are of back to back type. Some of the estates have constructed a few cottage type line rooms as well. Recently, an estate in the upcountry area has constructed a set of flats for the labourers. There are just a few estates with line rooms electrified. There were no extensive plans for line room building. The cost of a line room is approximately Rs. 2,500. Water is supplied by means of pipe, well, etc. There are latrines but the number is considered to be inadequate. Some estates provide volleyball and badminton courts for labourers. Some estates have provided reading room facilities also.

There were 884 estate schools in 1956 as against 881 in 1954. The percentage of attendance was 61.84. Most of the estate schools are private-owned. Just a small number of them have been taken over by the Government.

BURMA

The available information was given in the last issue of the Year Book*. No later data are available.

FEDERATION OF MALAYA

Malaya needed additional labour when they started developing plantations and tin industries. They started giving assistance to South Indians and Chinese in immigrating to their country. Between 1907 and 1938 recruitment was controlled and stimulated by the Indian Immigration Committee with the assistance of money available from the Indian Immigration Fund to which all employers of Indian labour were to contribute. In 1938, the Government of India stopped the migration of unskilled labour from India to Malaya, with the result that the number of Indians employed there had decreased to 2,06,000 in 1947 as compared to 2,58,000 in 1938. In August 1953 the Government of Malaya introduced new Immigration Regulations which further made the entry of Indians into Malaya difficult. The total number of Indians, including Ceylonese and Pakistanis, in Malaya as on 31st July, 1956 was 7,00,000 out of a total population of 6.2 millions. The number of labourers of Indian origin (including Ceylonese and Pakistanis) employed in Malaya as on 31st July, 1956 was about 2,33,670. Majority of them, about 1,61,610 were employed in estates. A good number of Indian labourers were working for Government also. The total number of South Indian labourers and their dependants who repatriated to India during 1956 was 1,201 comprising 938 adults, 227 minors and 36 infants.

In June, 1956, a revised agreement providing for higher earnings and wage rates was negotiated between the National Union of Plantation Workers and the Malayan Planting Industries Employers' Association in respect of rubber estates. This agreement continued the practice of tying earnings and wage rates to the average selling price of rubber. The rates of wages paid to piece-rate tappers are usually fixed irrespective of race or sex. Their earnings, however, differ considerably according to the race of the tapper though not according to

**Indian Labour Year Book*, 1955-56, pp. 358-359.

the sex. Of the directly employed piece-rate tappers, the monthly average earnings for Indians was \$57 for 24½ days worked. Uniform rates irrespective of race or sex are also usually paid to daily rated tappers though some employers who are not members of the Employers' Association do pay lower rates to women.

The workman from India, like his Chinese counterpart, has almost become a permanent resident of that country, and no longer intends to return to his ancestral home. The typical Indian wage-earner remains a wage-earner all his life, often being reluctant even to change his place of employment. Thus, the labourer of Indian origin remains a landless worker without a real stake in the country and without playing a real part in the community life.

Under the provisions of the Labour Code of Malaya, all places of employment, where more than 50 female labourers work, have to provide a crèche for children up to the age of 3 years. An employer has also to engage a sufficient number of women to look after these children and to provide the children in the crèche with milk and rice. Many estates provide proprietary mixtures, containing vitamin, in place of rice. All women labourers are entitled to abstain from work for a period of one month before and one month after confinement, and to receive from their employer a maternity allowance based on their earnings.

Under the Labour Code, an employer who has 10 or more children of any one race between the ages of 7 and 14 residing on the property, provided they are children of labourers who work there, has to provide them with a school. On estates and mines throughout the country there are 690 Tamil schools.

According to the Labour Code the health and medical treatment of labourers and their dependents, who live on estates and mines, are the responsibility of the employers. Other workers obtain medical attention from private doctors or in Government hospitals. The latter treatment is provided free to those who cannot afford to pay at the Government hospitals.

The Children and Young Persons Ordinance of 1947 forbids the employment of children under the age of 14 years in any work which is likely to be injurious to the health of the child or in which any heavy weight has to be carried. It also lays down fairly strict rules regarding the number of hours for which children and young persons of various ages can be employed. The Ordinance also controls the performance, in public entertainment, of children under the age of 16 years requiring them to be licensed by the Labour Department and to be medically examined by a Government medical officer. The employment of women during the night and of youths under the age of 18 years are prohibited. Mining Laws forbid the employment of young persons and women workers in underground workings on mines.

EAST AND CENTRAL AFRICA

Kenya—The estimated number of Indian population including Pakistanis and Goans, in Kenya in 1957 was 1,61,700 out of a total population of 62,54,000 i.e., 2.6 per cent. as against 97,687 out of 40,59,666 i.e., 1.8 per cent., in 1948. The Colony's employed population

as on 30th June, 1957, totalled 6,14,395 persons of all races of whom 37,166, i.e., 6 per cent. were Asians which included Indians, Pakistanis, Goans, Seychellois, Arabs and all others who are not racially African or European. 69.4 per cent. of Asians were employed in private industry and commerce; 29.2 per cent. in public services and the remaining 1.4 per cent. in agriculture. The cost of Living Index Number for Nairobi with Base August 1939=100 was 288 in December, 1957 as against 279 in December, 1956 and 275 in December, 1955. The average earnings of Non-African employees during 1955, and 1956 were as follows:

	1955	1956
	£	£
<i>1. Private Industry—</i>		
Men	458	467
Women	315	335
<i>2. Public Services—</i>		
Men	533	516
Women	486	400
<i>3. Agriculture—</i>		
Men	504	488

Tanganyika—In 1957, there were 71,760 Indians including Pakistanis out of a total population of 87,88,466*. The number of Asians employed in all registered factories on 31st December, 1956 was only 3,184, i.e., 5.1 per cent. of the total employment in registered factories. The cost of Living Index (excluding rent) for Dar-Es-Salaam for Asians with Base December, 1950=100 was 140 in 1957 as against 135 in December, 1956 and 132 in December, 1955. The persons of Indian origin are not working as labourers in Tanganyika.

Uganda—Indians (including Pakistanis and Goans) in Uganda numbered approximately 56,600 in 1957 out of a total population of 56,79,000. The number of Asian employees during 1957 was 9,269. The Cost of Living Index for Kampala with Base December, 1951=100 was 135 in December, 1957 as compared to 132 in December, 1956 and 126 in December, 1955.

Indian labour is not of unskilled type in Uganda; mostly they are skilled workers and supervisors. The wage levels of Indian employees take them outside the scope of the Uganda Employment Ordinance which only applies to persons whose wages are Shs. 150 p.m. or less. There is, therefore, no statutory obligation for employers to provide medical facilities and housing for such employees, although these are usually provided for in the employment contracts of Indians who are admitted on Temporary Employment Passes.

*Including 2,853 persons in transit.

A few of the larger employers, such as, the two big sugar companies, do in fact provide full medical facilities for Indians at their places of employment. Moreover, any employee, of whatever race, can obtain treatment at any of the Government hospitals or dispensaries throughout the country.

In most cases employers provide housing to their Indian employees, who are normally charged rent for the accommodation which they occupy. In the larger towns accommodation has been more of a problem than in the rural areas, but as a result of considerable amount of building in recent years the position is now much easier.

Educational and recreational facilities are not usually provided by employers, though the two big sugar companies provide adequate facilities of this type for their Indian employees and their families. Schools for Indian children and recreational clubs for members of the Indian community are to be found in all the large and many of the small centres of population.

Zanzibar and Pemba—In 1948 there were 15,211 Indians, including Pakistanis, out of a total population of 2,64,162. In 1953 the total population was estimated to be about 274 thousands. The latest figures are not available.

Federation of Rhodesia and Nyasaland—The estimated number of Asians (including Pakistanis and Goans) was 20,800 at the end of December, 1957. There are practically no Indian labourers in the Federation and, therefore, no local wages have been fixed by the Government for them. The Cost of Living Index Number for Non-Africans in Northern Rhodesia with Base August, 1939=100 was 198 in December, 1956 as compared to 191 in December, 1955.

South Africa—The available information was given in the last issue of the Year Book'. No later data are available.

BRITISH WEST INDIES INCLUDING BRITISH GUIANA

Indian labour was first introduced into British Guiana, Trinidad and Jamaica during the years 1838, 1844 and 1845 respectively on an indentured system. By 1911 immigration came to an end as far as Jamaica and British Guiana were concerned. In Trinidad, the migration continued till 1917 when it ceased altogether. The number of persons of Indian origin and their percentages to the total population in each of these three areas are given in Table No. CXXXVI. Labourers of Indian origin are mostly employed in sugar plantations where they do field work. The work in factories connected with plantations is mostly done by Negroes.

Labourers of Indian origin are paid at the same rates as others. The Cost of Living Index Number for workers of Indian origin working in Sugar Plantation in British Guiana with Base 1938=100 was 314 in December, 1956 as compared to 319 in December, 1955. Wages of piece-worker (resident) in sugar factories during 1955

ranged from £1-4-0 to £2-13-2½. With regard to medical, housing, educational and recreational facilities also there was no discrimination between the labourers of Indian origin and others.

Mauritius—The estimated number of persons of Indian origin on 31st December, 1956 was 3,89,205 out of the total population of 5,79,123. All these persons of Indian origin are now Mauritian British subjects. Separate figures of labourers of Indian origin are not available. During 1956, 80,364 workers were employed in various industries. More than ¾ of these workers may be estimated as of Indian origin. Indian labour is employed mainly in sugar and tea plantations.

The average basic wage of a skilled worker ranged from approximately Rs. 50 to Rs. 200 p.m. depending upon the type of work done and the grade of the worker. In addition he was paid cost of living allowance at about 45 per cent and yearly bonus of 3½ months' basic wage. The monthly average on the basis of 26 working days' wage, inclusive of cost of living allowance, of a daily employed field labourer and factory worker was approximately Rs. 94 and Rs. 76 respectively. Women workers were paid at approximately half of these rates.

The cost of living indices of manual workers during 1955 and 1956 were 370 and 366 respectively, with Base 1939=100.

Monthly workers are entitled to free medical treatment. Hospitals and dispensaries are maintained on most of the sugar estates. Female labourers are further entitled to maternity allowance. Labourers get free accommodation or allowance in lieu thereof. Community centres, baitkas, football grounds, etc., are provided in some estates. There are also welfare centres for educational, cultural and general social development of labourers on a modest scale.

Fiji Islands

In 1879 the first group of Indian labourers was introduced to work in the sugarcane fields and coconut plantations under the indentured system which has now been abolished. After 1946, there was little organised immigration of Indians into the islands but the community of Indian origin had by then become firmly rooted. The number of persons of Indian origin in Fiji in September, 1956 was 1,69,403 out of an approximate total population of 3,45,737. Persons of Indian origin are the main producers of sugarcane which is grown on freehold land or on land leased from the Fijians or from the Colonial Sugar Refining Company Ltd. Processing of the sugarcane is entirely in the hands of this company.

The majority of the population, both Fijian and Indian, is not wage-earning but settled on land. In 1957, there were 23,376 manual wage-earners as against 23,107 in 1956 and 21,734 in 1955. Of these, 11,352 were of Indian origin in 1957 as against 11,320 in 1956 and 10,830 during the year 1955. These figures do not include domestic servants, casual stevedores, seasonal and agricultural workers, salaried and non-manual workers. The workers are mainly employed in Sugar Manufacture, and Transport, Building and Allied Trades, Wholesale

and Retail Trade and Government Departments. The number of children and women wage-earners is insignificant. Fifteen years is the statutory minimum age for employment in industrial undertakings.

The average weekly earnings of skilled workers (both Fijians and Indians) in 1956 were £6-14-6 and those of the unskilled workers £3-7-0. Unskilled casual labourers usually earned about 2 shillings per hour in the city area.

Two cost of living indices are maintained, each with Base 1939=100. The index numbers were as follows:

	1st January	
	1956	1957
1. Workers of Indian origin (SUVA)	274	285
2. Workers of Indian origin (Others)	309	324

The main cause of the increase on 1st January, 1957 as compared to 1st January, 1956 was the increased cost of food caused by shortages arising out of the bad weather conditions.

The workers get free out-door treatment at an Assistant Medical Practitioner's clinic and indoor treatment in a general ward of a public hospital. Provision exists for free maintenance and treatment of workers suffering from tuberculosis.

No housing facilities are provided as a rule but the Colonial Sugar Refinery Company which employs considerable number of labourers of Indian origin provides housing facilities although these are not very good. Poor accommodation often leads to poor disciplining of children, and in all cases the overcrowding of accommodation means that there are few facilities for home occupations or recreations. No educational or recreational facilities are provided to the labourers as such.

Till 1956 there was no factory legislation, but there were numerous provisions in the laws of the colony for the protection of workers. An Ordinance provided for compensation for accidents and certain occupational diseases. In 1957 a considerable amount of legislation was enacted. Some important ones were as follows:

1. Wages Councils Ordinance—which provides for the establishment of Wages Councils.
2. Factory Ordinance—which provides for the regulation of the conditions of employment in factories and other places as regards the health, safety and welfare of persons employed therein, for the safety and inspection of certain plant and machinery, and for purposes incidental to, or connected with matters aforesaid.

3. Workmen's Compensation (Amendment) Ordinance which increases amounts of compensation and facilitates settlements.

Thirty-seven Indians were repatriated to India under the Indian Immigrants (Repatriation) Ordinance. Thirty-four were granted free passages by air to Sydney and by ship from Sydney to Bombay. The other three who made their own arrangements to travel to India were given each a grant of £107-15-6 towards their passage costs.

CHAPTER XI

INDIA AND THE INTERNATIONAL LABOUR ORGANISATION

Objects—The I.L.O. was created by the Peace Treaty of 1919 with the sole intention of serving International peace through the establishment of social justice. It is one of the very few international organisations created after World War I which have survived the great catastrophe of 1939—45. It has further achieved greater strength and has a fine record of achievements in the field of labour. The aims and objectives of the Organisation were redefined by the Declaration of Philadelphia adopted at the 26th Session of the International Labour Conference held in May 1944. This Declaration reaffirms the fundamental principles upon which the Organisation is based and, in particular, that: "(a) Labour is not a commodity; (b) freedom of expression and of association are essential to sustained progress; (c) poverty anywhere constitutes a danger to prosperity everywhere; and (d) the war against want requires to be carried on with unrelenting vigour within each nation, and by continuous and concerted international efforts in which the representatives of workers and employers, enjoying equal status with those of Governments, join with them in free discussion and democratic decision with a view to the promotion of the common welfare". It asserts the primacy of the social objective in international policy and defines the objectives as being the attainment of conditions in which all human beings, irrespective of race, creed and sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity, etc. The Declaration recognises for this purpose the solemn obligations of the Organisation to promote programmes to achieve full employment and the raising of standards of living, just share of the fruits of progress to all and a minimum living wage to all employed and in need of such protection, recognition of the right of collective bargaining, extension of social security measures, etc.

The scope and emphasis of social policy throughout the world have changed recently, particularly since the second world war. Several nations containing more than one third of the world's population and belonging mostly to Asia and Africa attained independent status. The balance between the continents in the annals of the Organisation altered, rapidly and profoundly. The International setting within which the I.L.O. had to do its work was radically transformed. Most of the countries admitted to the membership of the Organisation in recent years were underdeveloped and their needs were different from those of the industrialised countries of the world. It has been the endeavour of I.L.O. to meet the needs of such countries by expanding technical assistance activities and developing programmes in the field of man-power, training and productivity.

The evolution in the scope and emphasis of social policy has had its effect not only on the programme but also on the structure and organisation of the I.L.O. The I.L.O. have more experts working in different countries on its behalf and field offices have been set up to assist in the development of the technical assistance programme in underdeveloped areas.

Membership and Finances—On 1st October 1956, seventy-seven nations were members of the I.L.O. Subsequently, Nicaragua, Ghana, and Federation of Malaya were admitted as new members and Venezuela withdrew from the Organisation. Consequently, the total membership increased to 79. The total gross expenditure budget of the I.L.O. for the year 1958 was 8,073,901. India's gross contribution to the budget for 1958 was fixed at 3.35 per cent. amounting to \$267,092 (Rs. 1,271,357.92).

Structure—The three principal organs of the I.L.O. are: (a) the International Labour Office, which is its permanent Secretariat; (b) the Governing Body, which is its executive; and (c) the International Labour Conference. The composition of these organs is given below:—

(a) *International Labour Office*—The Office is responsible, *inter alia*, for collection and distribution of information on subjects relating to the conditions of industrial life and labour, examination of subjects coming up before the Conference and Committees and preparation of documents thereon, conduct of special investigations, etc. It thus serves as a research centre and a clearing house of information on social and industrial questions. The Director-General is the Chief Executive of the Office. The number of established posts provided for in the budget of the I.L.O. for 1958, including field offices, is 762 of which 297 posts are of the rank of Member of Division and above. The number of Indian nationals on the staff of the I.L.O., excluding branch offices but including the Asian Field Office at Bangalore, was 14, of the rank of Member of Division and above. An Indian (Shri R. Rao) is the senior Assistant Director General.

Mention may be made here of the branch office of the I.L.O. at New Delhi. This office was established in 1928. It serves as a link between the International Labour Office at Geneva on the one hand and the Government and employers' and workers' organisations in India on the other. It keeps its Head Office informed of the social and economic developments in India by periodic reports and acts as a clearing house of information on subjects falling within the scope of the Organisation. The Director is the head of the branch office.

(b) *Governing Body*—The Governing Body of the International Labour Office is a tripartite body and consists of 40 members, 20 representing Governments, 10 representing employers and 10 representing workers. Half the Government seats are held permanently by ten countries of chief industrial importance of which India is one. The other ten are held by the States elected for a period of three years by the Government delegates of the Member States other than the States of chief industrial importance. The employers' and workers' members are elected for a three-year period by the employers' and workers' delegates respectively to the Conference and they are regarded as being representatives of the entire body of employers' and workers' delegates to the Conference.

(c) *International Labour Conference*—The General Conference, which is usually convened once a year, is composed of four representatives of each of the Member States of whom two are Government delegates and the other two delegates representing respectively the employers and work-people of each of the Members. Each delegate may be accompanied by advisers not exceeding two in number for each item on the agenda of the Conference. The representatives of Governments, employers and workers are equal in status at the Conference and its tripartite composition has become a fundamental characteristic.

The conclusions of the Conference generally take the form either of a Convention or a Recommendation. A two-thirds majority is necessary on the final vote for the adoption of a Convention or a Recommendation. The Conference has in the course of its 40 sessions adopted 107 Conventions and 104 Recommendations covering a variety of subjects. A complete list of these Conventions and Recommendations is given in Appendix II.

Ratified Conventions—The Constitution of the Organisation requires every Member State to place all Conventions and Recommendations adopted by the Conference before the appropriate authority or authorities for enactment of legislation or other action to give effect to them. In case it meets the approval of the competent authority, the Convention is to be formally ratified and communicated to the International Labour Office. India had upto the end of 1957 ratified 22 Conventions mentioned in the statement below:—

TABLE NO. CXXXVIII

List of International Labour Conventions Ratified by India

Convention	Date of registration of ratification
No. 1—Hours of Work (Industry) Convention, 1919—limiting the hours of work in industrial undertakings to eight in the day and fortyeight in the week.	14-7-1921
No. 4—Night Work (Women) Convention, 1919—concerning employment of women during night.	14-7-1921
No. 5—Minimum Age (Industry) Convention, 1919—fixing minimum age for admission of children to industrial employment.	9-9-1955
No. 6—Night Work of Young Persons (Industry) Convention, 1919—concerning the night work of young persons employed in industry.	14-7-1921
No. 11—Right of Association (Agriculture) Convention, 1921—concerning the rights of association and combination of agricultural workers.	11-5-1923
No. 14—Weekly Rest (Industry) Convention, 1921—concerning the application of the weekly rest in industrial undertakings.	11-5-1923
No. 15—Minimum Age (Trimmers and Stokers) Convention, 1921—fixing the minimum age for the admission of young persons to employment as trimmers or stokers.	20-11-1922

TABLE NO. CXXXVIII—*contd.*

1	2
No. 16—Medical Examination of Young Persons (Sea) Convention, 1921—concerning compulsory medical examination of children and young persons employed at sea.	20-11-1922
No. 18—Workmen's Compensation (Occupational Diseases) Convention, 1925—concerning workmen's compensation for occupational diseases.	30-9-1927
No. 19—Equality of Treatment (Accident Compensation) Convention, 1925—concerning equality of treatment for national and foreign workers as regards workmen's compensation for accidents.	30-9-1927
No. 21—Inspection of Emigrants Convention, 1926—concerning the simplification of the inspection of emigrants on boardship.	14-1-1928
No. 22—Seamen's Articles of Agreement Convention, 1926	31-10-1932
No. 26—Minimum Wage-Fixing Machinery Convention, 1928—concerning the creation of minimum wage-fixing machinery.	10-1-1935
No. 27—Marking of Weight (Packages Transported by Vessels) Convention, 1929—concerning the marking of the weight on heavy packages transported by vessels.	7-9-1931
No. 29—Forced Labour Convention, 1930—concerning abolition of forced or compulsory labour.	30-11-1934
No. 32—Protection against Accidents (Dockers) Convention (Revised), 1932—concerning protection against accidents of workers employed in loading or unloading ships.	10-2-1947
No. 41—Night Work (Women) Convention (Revised), 1934—concerning the employment of women during the night.	22-11-35 but this is no more in force for India as the latest Convention (No. 89) on the subject has been ratified by her.
No. 45—Underground Work (Women) Convention, 1935—concerning employment of women on underground work in mines of all kinds.	25-3-1938
No. 80—Final Articles Revision Convention, 1946—concerning partial revision of earlier Conventions.	17-11-1947
No. 81—Labour Inspection Convention, 1947—concerning labour inspection in industry and commerce.	7-4-1949
No. 89—Night Work (Women) Convention (Revised), 1948—concerning night work of women employed in industry.	27-2-1950
No. 90—Night Work of Young Persons (Industry) Convention (Revised), 1948—concerning the night work of young persons employed in industry.	27-2-1950

It is significant to note that the number of actual ratifications does not truly represent the implementation of the international standards. Several Conventions apply to non-self governing countries and need no ratification by India. In a number of cases, a formal

ratification may not be possible for want of 100 per cent. implementation or due to some technical reason, e.g., vast administrative problem, although action may have been taken to follow the spirit of the Convention. The essential features of some of the unratified Conventions have also been incorporated in the national legislation.

Mention may be made here of the Committee on Convention, tripartite in character, set up by the Government of India in August, 1954 to make a systematic study of the Conventions and make recommendations for their ratification. An account of their meetings is given elsewhere* in this volume.

Participation by India in meetings convened by the International Labour Organisation—Indian representatives participated in the following meetings convened by the I.L.O. during the period:—

International Labour Conference—The 40th Session of the International Labour Conference was held at Geneva in June, 1957. India sent a tripartite delegation headed by Shri Amar Nath Vidyalkar, Minister for Education and Labour, Government of Punjab. The subjects discussed at the Conference included forced labour, conditions of employment of plantation workers, discrimination in the field of employment and occupation, weekly rest in commerce and offices and protection and integration of indigenous and other tribal and semi-tribal populations in independent countries.

The Conference adopted three Conventions and two Recommendations—a Convention relating to Abolition of Forced Labour and a Convention and a Recommendation each relating to Protection of Indigenous and Tribal Populations and Weekly Rest in Commerce and Offices.

Asian Regional Conference—The Fourth Session of the I.L.O. Asian Regional Conference was held in New Delhi from 13th to 25th November, 1957. India played the host to this session. The opening session of the Conference which was attended by tripartite delegations from 19 countries was addressed by the Prime Minister. The Union Minister of Labour and Employment was unanimously elected President of the Conference. The subjects discussed at the Conference included a general survey of the economic development of the Asian region, labour and social problems of small-scale industries, conditions of work of tenants and similar categories of agricultural workers and labour-management relations in the Asian Region.

Asian Advisory Committee—The eighth Session was held in New Delhi on the 11th and 12th November, 1957 prior to the 4th Session of the Asian Regional Conference.

Governing Body Meetings—Five Sessions, namely, 133rd, 134th and 135th, 136th and 137th, of the Governing Body were held at Geneva during the period—the 133rd session in November, 1956, 134th in February—March, 1957, 135th and 136th in May—June, 1957, and 137th in October—November, 1957.

Industrial Committees—With a view to studying in detail the special problems of important industries, the International Labour Organisation has set up Industrial Committees for the following nine

* Chapter IV Section—4.

industries: coal mining; inland transport; iron and steel; metal trade; textiles; building, civil engineering and public works; petroleum production and refinery; chemicals; and plantations. India is a member of all the Industrial Committees except the one relating to petroleum production and refinery. Tripartite delegations from India, each consisting of five delegates (one Government, two employers and two workers) participated in the following Industrial Committees of the I.L.O.

(a) Sixth Session of the Inland Transport Committee held at Hamburg (Germany) in March, 1957.

(b) Sixth Session of the Metal Trades Committee held at Geneva in May, 1957.

(c) Sixth Session of the Iron and Steel Committee held at Monterrey (Mexico) in October, 1957.

Other Meetings

Representatives or experts from India also participated in the following meetings convened by the I.L.O.:—

Name of the Meeting	Place of Meeting	Dates of Meeting
1. Meeting of Experts on Labour and Social Security Statistics.	Geneva ..	October, 1956.
2. Meeting of Experts on the Standardisation of Certificate of Test and Examinations of Loading and Unloading gear used in Port.	Geneva ..	November-December, 1956.
3. Ad-Hoc Meeting on Working Conditions in Civil Aviation.	Geneva ..	November-December, 1956.
4. Meeting of Experts on Code of Practice on Safety and Health in Dock Work.	Geneva ..	December, 1956.
5. Joint I.L.O./W.H.O. Committee on Occupational Safety & Health (Third Session).	Geneva ..	18th to 23rd March, 1957.
6. Committee of Experts on the Application of Conventions and Recommendations (27th Session).	Geneva ..	25th March to 6th April, 1957.
7. Advisory Committee on Salaried Employees and Professional Workers (Fourth Session).	Geneva ..	1st April to 13th April, 1957.
8. Tripartite Working Party on Wages, Hours of Work and Manning on Boardship.	Geneva ..	April, 1957.
9. Ninth International Conference of Labour Statisticians.	Geneva ..	24th April to 4th May, 1957.
10. Meeting of Experts on Prevention of Accidents due to Fire and Electricity in Coal Mines.	Geneva ..	2nd to 9th October, 1957.
11. Tripartite Technical Meeting on Mines other than Coal Mines.	Geneva ..	25th November to 7th December, 1957.

Technical Assistance Activities—During the period under review, the I.L.O. continued to render assistance in the field of technical assistance. The fields in which expert assistance was rendered by the I.L.O. and the details of work done by the experts placed at the disposal of India are briefly described below:

Productivity—The I.L.O. had provided a team of Productivity Experts who conducted a number of useful training courses at various centres and, *inter alia*, recommended the establishment of a National Productivity Centre. The Centre, located at Bombay, started functioning early in 1955. The Productivity Team initiated a Community-wide productivity project in Baroda and conducted courses at the Associated Cement Companies, Bombay, the Bombay State Transport and the Hindustan Aircraft Factory, Bangalore with a view to demonstrating that work study techniques could be applied with success in raising output with the available equipment and in improving labour-management relations. During the period under review, two I.L.O. productivity experts helped to organise productivity projects at Coimbatore and Madras. The leader of the team also took part in a seminar held at New Delhi to discuss the setting up of the National Productivity Council. The third expert left the country after completion of his assignments with the Delhi Transport Authority and the Jammu and Kashmir State Road Transport Department.

Training Within Industry (T.W.I.)—In many countries throughout the world, industrial managements and Governments have co-operated in setting up Supervisory Training Schemes designed to help "the man in-charge of the job" to improve his skill in passing on information to those under his control, to aid him develop the techniques required for successful leadership on the job and to make him conscious of the need for improving methods of production with the available materials, equipment and man-power. The objective of the Scheme is to develop the ability of Supervisors in respect of (a) skill in leading, (b) skill in instructing, and (c) skill in improving methods. The Scheme comprises training programmes known as Job Relations, Job Instructions and Job Methods. It was recommended in the First Five Year Plan that the T.W.I. Experts should be invited under the Technical Assistance Programme to impart training in the T.W.I. methods. The Asian Field Office of the International Labour Organisation at Bangalore introduced the supervisory training programme in some cotton mills in Ahmedabad and also conducted a number of courses. These were very much appreciated by the industry and there was an increasing demand for extension of the training facilities. The Government of India therefore availing the benefit of the I.L.O. Technical Assistance Programme obtained the services of an expert who conducted a number of training courses under the auspices of the Ahmedabad Textile Industry's Research Association and the Federation of Gujrat Mills and Industries, Baroda. A comprehensive training programme was also organised for the Associated Cement Companies Ltd. A Training-Within-Industry Centre was set up at Bombay.

Vocational Training and Instructor Training—The services of an expert on vocational training had been obtained in order to

reorganise the Central Institute for Instructors at Koni. Further assistance was provided in drawing up detailed schemes to train instructor-trainees in Koni-Bilaspur and other centres. An Asian Regional Seminar on Vocational Guidance including Employment Counselling was held at New Delhi in October-November 1957.

Employment Market Information—The I.L.O. had made available in 1955-56 the services of an expert to draw up a scheme for the collection and maintenance of employment market information. Under this scheme, which has been included in the Second Five Year Plan, comprehensive information was to be collected, on a continuing basis, regarding the supply of and the current and anticipated demand for labour. The object of this scheme was to collect and maintain, on the one hand, comprehensive data regarding employment exchange registrants so as to ascertain the nature and character of the available manpower supply and the extent of unemployment in the country, and on the other, data regarding the labour force and employers' demand for labour. This programme will facilitate study of the problem of supply and demand for man-power in relation to national planning, identify shortages and surpluses in terms of trades and industry, determine the need for training and formulate other measures to adjust demand and supply.

A pilot scheme in this connection was started in January 1956 and it was confined to Delhi. An appraisal of the working of the scheme, during the two years, i.e., 1956 and 1957 made by the I.L.O. showed that the scheme had been exceptionally well-maintained and was providing a sound basis for programmes in the States. The I.L.O. Expert in his report on the progress of this programme also made certain suggestions, such as, transfer of the work to Delhi Administration, changeover in the frequency of establishment enquiries, etc. By the end of February, 1958, Employment Market Information units had been or were shortly expected to be set up in all the States of the Indian Union except in Rajasthan and Jammu and Kashmir. The I.L.O. expert recommended, in his report, that the work in this connection should start in the different States according to a phased programme.

Fellowships—Training facilities in the fields of labour Administration, Trade Unionism, Factory Inspection and Mining Inspection were provided by the Governments of U. K. and New Zealand under the Colombo Plan to 21 trainees. Nineteen persons belonging to the Central Government were sent, under the Point Four Programme, for training under the Foremen Training Scheme of the Technical Co-operative Administration Programme of U. S. A. Three officers of the Ministry were also sent to U. K. and continental countries for training in the fields of Supervisory Training and Higher Productivity under the technical assistance scheme of I.L.O. under the U. N. Expanded Programme of Technical Assistance.

Services of experts from U. K. and Sweden were made available by the I. L. O. in the fields of productivity, training-within-industry, employment market information, employment counselling and occupational information and training craft instructors. The services of three American experts were also procured under the Point Four

Programme for the study of thermal environmental conditions in industry. Technical equipment and supplies from U.S.A. and U.K. were also received for Central Labour Institute and for studying the effect of the thermal environmental conditions in industry.

Technical Assistance Provided by India—Three Indian nationals were serving as I.L.O. technical experts in other countries at the end of 1957. One of them was in Afghanistan rendering technical assistance in the field of Industrial Co-operatives, the second in the Philippines in the field of Co-operative Banking and the third in Indonesia in the field of Labour Statistics. The fourth expert had completed his assignment in Afghanistan in the field of Handicrafts. Under the U. N. Expanded Programme of Technical Assistance, India provided training facilities in the fields of labour administration, employment policy, co-operation, family living and social security to the I.L.O. trainees from Thailand, Burma and Egypt. Services of two experts in co-operatives and cotton and silk were also provided to Philippines and Afghanistan under the same programme.

The International Labour Organisation and Agricultural Labour

The evolution in the scope and emphasis of social policy, referred to in an earlier section, has also affected the occupations covered by it. The early programmes, even of the I.L.O., concerned mostly industrial workers although agricultural labour was not altogether ignored. For instance, as early as in 1923 the first session of the Mixed Advisory Agricultural Committee was held. Thereafter eight regular sessions of the Committee were held before the outbreak of the first World War. A permanent Agricultural Committee was also constituted which held its first session in 1938. The Committee was reconstituted after the Second World War and since then, India has been taking an active part in the deliberations of this Committee. With the increasing participation of underdeveloped countries, where agricultural workers are the largest segment in the labour force, and the importance of a sound agricultural policy for economic expansion, the agricultural problems have become more important in recent years within the I.L.O.'s programme.

The Preparatory Session of the Asian Regional Conference of the International Labour Organisation was held in New Delhi in October-November, 1947. One of the resolutions passed at this session concerned wage policy which covered agriculture also.

In pursuance of the decision of the Governing Body of the International Labour Organisation taken at its 105th Session (June 1948), an outline report on "Wage Regulation in Agriculture and Introduction of Measures to Enhance the Earnings of Primary Producers" was prepared by the International Labour Office and forwarded to the Government of India. Ministry of Labour. This was followed up by a Consultative Tripartite Meeting held in New Delhi on the 28th December 1948, under the auspices of the Ministry of Labour, Government of India. At this meeting the matter was further discussed with the I.L.O. representative with a view to preparing a comprehensive report on the subject and placing it before the first session of the Asian Regional Conference held in Ceylon in January 1950. The "Agricultural Wages and Incomes of Primary Producers" was in the above Conference and a resolution embodying certain

guiding principles was adopted. The more important of these related to the establishment of minimum wage fixing machinery in agriculture with equal representation for employers and workers, fixation of wages (including perquisites) adequate to satisfy the minimum needs of an agricultural worker and his family, differential rates of wages according to skill involved, and the regulation of payments in kind.

The 33rd Session of the International Labour Conference held at Geneva in June-July, 1950, discussed a general report on "Labour Problems in Agriculture" as well as the subject of "Minimum Wage Fixing Machinery in Agriculture". The discussions on the latter subject were followed up by adoption of a Convention and a Recommendation on the subject at the 34th Session of the Conference held in June-July, 1951.

At the 35th Session of the International Labour Conference held at Geneva in June 1952, a Convention (No. 101) concerning Holidays with Pay in Agriculture was adopted which, *inter-alia*, provides that "workers employed in agricultural undertakings and allied occupations shall be granted an annual holiday with pay after a period of continuous service with the same employer". Countries ratifying the Convention are left free to decide the manner in which this provision is to be carried out. The Convention is supplemented by a Recommendation.

The Permanent Agricultural Committee at its 4th Session held at Geneva in May 1953, adopted proposals concerning "Vocational Training in Agriculture" and "Employment of Children and Young Persons in Agriculture" with a view to raising levels of production and the productivity of labour in agriculture both in advanced and underdeveloped areas of the world and regulating the employment of children and young persons in agriculture. At its Fifth Session, held in September 1955, the Committee considered the following questions: (1) placement problems and employment services in agriculture; (2) working and living conditions of share croppers, tenant farmers and similar categories of semi-independent or self-employed agricultural workers; and (3) advice on the future practical work of the I.L.O. in the field of agriculture.

The Asian Advisory Committee considered at its 7th Session held at Geneva in November, 1955 the following subjects: (i) Agricultural credit in Asia; and (2) social aspects of economic development programmes in Asian countries with special reference to capital formation and productivity in agriculture.

The question of "Vocational Training in Agriculture" was considered by the International Labour Conference at its 38th and 39th Sessions held in June 1955 and June 1956 respectively. At the 39th Session the Conference adopted a Recommendation on the subject. More recently, i.e., in November 1957 the fourth Asian Regional Conference of the I.L.O. discussed, among other subjects, the conditions of life and work of share-croppers, tenant farmers and similar categories of semi-independent workers in agriculture and passed a resolution in this connection. The resolution is based on the principle that 'the cultivator of land should own his own holding'.

CHAPTER XII

SUMMARY OF IMPORTANT EVENTS*

Since the middle of 1957 the economy of the country has been subjected to severe strains and stresses, partly as a result of the increasing tempo of developmental expenditure necessitated by the implementation of the Second Five Year Plan. The difficult foreign exchange position with the consequential cut on imports, the short-fall in the production of foodgrains and other commodities within the country, the slowing down of the tempo of industrial production due to variety of reasons have worsened the already tight situation. A glance at some of the major economic indicators, such as, agricultural and industrial production, wholesale prices and consumers' price index numbers would suffice to illustrate the point. The general index of agricultural production (base: crop year ending June 1950=100) which touched the peak level of 123.8 in 1956-57 declined suddenly in the following year by about ten points, i.e., to 113.4†. It is true that the general index of industrial production (base: 1951=100) showed some increase early in 1958 as compared to 1957 but later on it has shown a somewhat sagging tendency. The wholesale prices steadily increased in spite of the continuous efforts of the Government to check the same. The keynote of the credit policy of the Government was vigilance to maintain the general restraint and selective encouragement in the shape of credit to certain sectors. Selective credit controls were continuously employed to check the speculative bulge in foodgrain prices. Even so, the general index of commodity prices, i.e., whole-sale prices (average of weeks) (base: 1952-53=100) which was 108.7 in 1957 increased to 114.7 in July 1958. The index number of per capita net output, i.e., the national income at current prices (with 1948-49 as base) increased from Rs. 105.6 to Rs. 119.2‡ between 1955-56 and 1956-57. At 1948-49 prices, the index was 110.8 in 1955-56 and 115.0 in the following year. The foreign exchange reserves also dwindled particularly from the beginning of 1957. In October 1958. the reserves stood at Rs. 3,30.16 lakhs as against Rs. 4,84.09 lakhs in October 1957 and Rs. 6,83.46 lakhs in 1956. The All-India average Consumers' price index (for working class base: 1949=100) increased from 107 in January 1957 to 111 in January 1958 and at the end of October 1958 reached the figure of 123. The steady increase in the consumers' price index is largely the result of the increase in food indices which went up from 112 in 1957 to 127 in October 1958.

The continuous increase in the prices of foodgrains caused some concern to the Government of India which appointed a Food Grains Enquiry Committee§ commonly known as Ashok Mehta Committee. The prices of foodgrains have recently shown a further tendency to

*For purposes of this chapter up-to-date developments, irrespective of the period reviewed in the present issue, have been taken into consideration.

†Provisional figure.

‡Preliminary figure.

§The recommendations of this Committee have been summarised in the chapter on Cost and Level of Living.

touch higher levels. Mainly because of the failure to hold the price-line, the Government of India has recently decided, on the recommendation of the National Development Council, to undertake State trading in food. The details of this scheme, however, are still to be worked out.

The adverse economic situation outlined above had its inevitable impact on the targets of the Second Plan which had to be recast to some extent in May 1958, in the light of changed conditions. The re-appraisal of the Plan did not touch what is called the core of the Plan but did result in reduction of some outlay in several other sectors of the Plan. The outlay on 'social services' which term includes education, health, welfare of backward classes, rehabilitation, social welfare, labour welfare and educated unemployment was somewhat reduced from Rs. 945 crores to Rs. 863 crores. The outlay on social welfare and labour and labour welfare and educated unemployment schemes was reduced from Rs. 63 crores to Rs. 50 crores. The allotment for housing was reduced from Rs. 120 crores to Rs. 100 crores, and on health from Rs. 274 crores to Rs. 255 crores. The accepted employment potential (outside agriculture) of the Plan had consequently to be cut from 7.9 million to 6.5 million. This reduction was partly based on the actual employment figures during the first year or so of the Second Plan period. For instance, the average daily employment in factories did not record any appreciable increase in 1957 as compared with 1956. Although this employment stood at 30.9 lakhs in the second half of 1957 as compared with 28.9 lakhs in 1956, the increase was due to differences in coverage. After making allowance for this difference the actual average daily employment in the reorganised part 'A' States) and Delhi and Andamans comes to 28.9 lakhs in the second half of 1957—exactly the same figure as it was for 1956. In mines, the average daily employment increased from 5.91 lakhs in 1955 to 6.29 lakhs in 1956, i.e., by about 6.4 per cent. In the railways, the employment increased from 10.31 lakhs in 1955-56 to 10.61 lakhs in 1956-57, i.e., by less than 3 per cent. The figures of employment exchanges also bring out the fact that the employment opportunities have not been keeping pace with the increase in the working population and the unemployment has been growing.

The number of applicants on the live registers of the employment exchanges increased from 9.4 lakhs (in 181 exchanges) in January 1957 to 11.96 lakhs (in 212 exchanges) in January 1958. While comparing these figures it should be borne in mind that these are not strictly comparable but they, nevertheless, show the trend. As a result of growing unemployment the Government of India has recently decided to constitute a 30 member committee to advise the Ministry of Labour and Employment on matters relating to employment, creation of employment opportunities and the working of the national employment service.

In the sphere of wages the Government's desire to increase real wages progressively along with output for a larger number of persons was still dominant in the formulation of policy on the subject. A wage-freeze was out of question but no increase in wages was to be given unless there was an improvement in industrial productivity. In accordance with this policy the Government has appointed Wage Boards for certain industries. These Wage Boards had already been

set up for cotton textile and sugar industries. A similar Wage Board was set up for cement industry in 1958. The Pay Commission had been appointed in order to examine the entire question of structure of emoluments and conditions of service of Central Government employees. Although the final report of the Commission has not yet been submitted but it made certain interim recommendations in December 1957, as a result of which the dearness allowance of Government employees drawing not more than Rs. 300 per month was increased by Rs. 5 per month with effect from July 1957. Similar relief was granted by the Life Insurance Corporation, the Indian Airlines Corporation and the Indian Bankers' Association for their respective employees. The award of the Committee previously appointed for fixation of wage rates for working journalists was declared *ultra vires* by the Supreme Court. The Government have, therefore, constituted another Committee for fixation of wage rates for working journalists. The Committee's work is nearing completion and it is likely to submit its report to the Government in the near future. A Tripartite Steering Group on Wages had been set up to study the trends in relation to wages, production and price and collect relevant data for drawing up a wage map of India, industry-wise and region-wise, which might be useful in laying down broad principles of wage fixation. The data on occupational wages was to be collected through a Wage Census to be conducted on a sample basis in 50 major industries in the manufacturing, mining and plantations sectors. The field work in connection with the Wage Census was initiated in July 1958. The selected industries will cover about 85 per cent. of employment in mines, 76 per cent. in the factories and practically the whole of plantations employment in the country. On the basis of the recommendations made in the Second Plan family living surveys in 50 selected centres in the country were launched in the course of 1958 in order to collect data on the levels of living of the working classes in those centres.

Although the demand for a general increase in the wages of all workers has not been accepted, the existing Adjudication Machinery have given several awards on the question of wages, bonus, etc., during the year benefiting various categories of workers. The most important among these awards relate to mica mines in Bihar, cashewnut industry in Kerala and textile industry in West Bengal. In addition, quite a few collective agreements between employers and employees on a voluntary basis have also been reached on the question of wages. Important among these agreements relate to seamen in Bombay and Calcutta; textile workers in Coimbatore; plantation workers in Mysore, Coorg, Assam and West Bengal; cement workers employed by the Associated Cement Companies Limited; the employees of the Mysore Government Road Transport Department; workers of the Assam Oil Company, Mysore Iron and Steel Works and Mysore Paper Mills.

No reliable data regarding the earnings of the working class as a whole are available for the country. The available data relate to workers covered by the Payment of Wages Act, 1936. The annual reports on the working of the Act show that average annual earnings of factory labour (excluding railway workshops) increased from Rs. 1,173.5 in 1955 to Rs. 1,212.7 in 1956*. The provisional figure of

*The data for 1955 and 1956 are not strictly comparable on account of the differences in the scope and they, therefore, only serve as a broad indication.

earnings for 1957 is Rs. 1,256.3. The indices of nominal earnings (base: 1951=100) showed an increase from about 107 in 1954 to 113.1 in 1955 and 115.9 in 1956.

In the context of the economic situation it has been felt that wages should be related to productivity. The Second Plan also recommended that the scope of the system of payment by results should be extended. In order to give a fillip to the movement for increasing productivity the Government of India constituted a National Productivity Council in order to disseminate information relating to productivity, to provide channel of communication between different units and individuals interested in productivity, provide technical assistance, survey existing training facilities and organisation with a view to providing specialised service and assistance in their extension and to sponsor research on specific productivity problems. The National Productivity Council set up a Productivity Survey Committee to conduct a comprehensive survey of the available technical productivity personnel in different industrial fields. The Council deputed in September 1958 and 8-member team to West Germany, United Kingdom and United States of America to study the productivity techniques and processes in these countries. The Council propose to send seven more similar teams to West European countries, etc.

Only good industrial relations can keep the process of production going. Judged by the figures of man-days lost it would appear that the employer-employee relations were, on the whole, far better in 1957 as compared to the previous year. The total number of man-days lost which reached a peak level of 69.9 lakhs in 1956 came down to 49.8 lakhs in 1957. In manufacturing industries the index of man-days lost (with base 1951=100) declined from 181 to 110 during the same period. The severity rate* was 133 in 1955 and 141 in 1956. In 1957 this rate also came down to 85†. Major strikes in 1957 were the ones in banking industry and in the cashew factories of Kerala. During the following year the important strikes were the ones in major ports except Cochin; iron and steel industry (in Jamshedpur); Premier Automobiles Ltd., Bombay Municipality; tramways of Calcutta and in the plantations of Kerala. A very significant step taken to reduce incidence of strikes, etc., was the adoption of a 'Code of Discipline in Industry', by the Standing Labour Committee held in October 1957. This Code was earlier evolved by a Tripartite Sub-Committee set up by the 15th Session of the Indian Labour Conference. It is intended to bind voluntarily employers and workers to settle all disputes and grievances by mutual negotiations, conciliation and voluntary arbitration, etc. It also prescribes sanctions for infringement of the Code. As there were a number of complaints from different quarters regarding non-implementation, delay in implementation of awards of Tribunals, etc., and as these were creating a certain amount of unrest, the Government of India set up in June 1958, a Central Implementation and Evaluation Committee consisting of four representatives each of employers, employees and Government. Similar committees

$$\text{*Severity rate} = \frac{\text{Man-days lost}}{\text{Man-days worked} + \text{Man-days lost}} \times 1,60,000$$

(Man-days scheduled to work)

† Provisional figure.

at the State level, were set up in many of the States. The creation of the new machinery at the Central and State levels will, it is hoped, develop a new pattern of industrial relations in the country. Some of the other important hurdles in the way of harmonious industrial relations in the country are the problems of recognition of unions by employers and rivalry between trade unions. Both these matters were discussed at the 15th Session of the Labour Ministers' Conference and at the 16th Session of the Indian Labour Conference in May 1956. The deliberations of these conferences resulted in evolving certain conventions relating to the recognition of trade unions by employers. As regards the verification procedure for the determination of the representative character of unions, it was recommended, *inter alia*, that copies of claims of membership submitted to the Chief Labour Commissioner (Central) by each of the trade union federations should also be made available to the remaining federations. These developments are particularly important, when the number of trade unions is growing. The number of registered trade unions increased from 8,095 in 1955-56 to 8,553 in the following year. The membership of unions submitting returns increased from 22.7 lakhs to 23.8 lakhs during the same period.

In spite of the adverse economic conditions in the country labour made considerable gains in the sphere of social security. Important amongst the gains are those obtained by the extension of the scope of the Employers' State Insurance Scheme and the Employees' Provident Fund Scheme. The former was further extended to several new areas. Thus, since the beginning of 1958 the scheme has been extended to Sawai-Madhopur in Rajasthan; Aligarh, Hathras, Bareilly and Shikohabad in Uttar Pradesh; Bangalore in Mysore State; Trivandrum in Kerala; Dibrugarh, Gauhati, Dubri and Tinsukia-Mukuri in Assam and certain areas in Madras. As a result of the extensions, the number of insured persons increased by about 1 lakh—from 12.65 lakhs at the end of 1957 to 13.37 lakhs at the end of September 1958. In response to the demand for extending the benefits of the Scheme to the families of insured workers also the Government have recently extended the same to certain areas of Bihar, Mysore, Rajasthan, Punjab and Assam. The Government are actively considering the question of extension of the benefits to other areas also. It is expected that the Scheme would be extended by the end of the Second Plan period to all places with an industrial population of over 1,500. With the inclusion of insured families the number of beneficiaries at the end of the Second Plan period is expected to be about 8 million. A second important measure of social security that exists is the Employees' Provident Fund Scheme. The scope of this Scheme also was extended to several new industries, plantations, etc., during 1957 and 1958. The number of undertakings covered by the Act and the Scheme increased from 6,272 in December 1957 to 6,750 at the end of August 1958. This resulted in the increase in the number of workers covered by the Scheme which rose from 23.67 lakhs in 1957-58 to 24.04 lakhs at the end of August 1958. In May 1958 the Employees' Provident Funds Act was amended in order to bring within its scope undertakings owned by Government of local authorities. The Coal Mines Provident Fund Scheme also made substantial progress. The number of workers covered by this Scheme increased from 10.5 lakhs

at the end of September 1957 to 11.3 lakhs at the end of September 1958.

The Study Group on Social Security had been set up by the Government to suggest the integration of various social security measures in the country and to make suitable recommendations thereon. The Group has recently submitted its report to the Government wherein it has recommended conversion of existing Provident Fund Schemes into a Statutory Pension Scheme. It has recommended the adoption of a scheme of old-age invalidity and survivorship pension-cum-gratuity scheme. This will involve the payment of a small gratuity sufficient to meet the needs of workers and using the rest of the resources towards giving maximum pensionary benefits. The Group also recommended increase in the quantum of cash benefits at present granted under the Employees' State Insurance Scheme. Further, the Group has recommended setting up of a single agency to assume administrative responsibility for the Employees' State Insurance Act and the Provident Funds Acts. The Group has stated that the aim should be to make the coverage under the Employees' State Insurance Act and the Employees' Provident Funds Act identical as far as practicable. Accordingly, deletion of the provision in the latter Act exempting the newly established factories for the first three years has been suggested.

The progress in the sphere of workers' health, safety and welfare, although important by itself, was not so significant, as in some others. In the matter of workers' housing the progress continued to be slow. The total amount of money sanctioned as loans and subsidies under the Subsidised Industrial Housing Scheme of the Government of India, up to the end of September 1956 was Rs. 23.13 crores and at the end of December 1957, it was Rs. 25.59 crores. The number of houses sanctioned was 82,351 up to the end of September 1956, and 90,303 at the end of December 1957. The total number of houses which had actually been built by the end of December 1957, was 66,700. The percentage of houses built to those sanctioned was, however, 55.9 in September 1956 and 73.9 in December 1957. Even so, there were frequent complaints regarding the unsatisfactory working of the Scheme. With a view to accelerating the work in this connection, both the Labour Ministers' Conference and the Indian Labour Conference at their Sessions held in May 1958 recommended liberalisation of some of the conditions. Should the employers continue not to fulfil their obligations in this respect, it was the unanimous opinion of these Conferences, the introduction of a suitable legislation, compelling the construction of houses, should be seriously considered. Another important development in this respect was the establishment of a Slum Clearance Advisory Committee whose recommendations have been broadly accepted by the Government of India. In spite of the efforts made to make working in mines safe, unfortunately, there were two major tragic accidents in the Chinakuri and Central Bhowrah Collieries resulting in the death of 200 workers. In order to avoid recurrence of such accidents a Steering Group on Safety in Coal Mines was set up by the Government. This Group met in March 1958, and paved the way for a Conference on Safety which was held in August 1958.

In accordance with the recommendations of the team of experts set up to implement the recommendation of the Second Plan regarding education of workers, the Government of India has constituted a Central Board for Workers' Education consisting of representatives of Central and State Governments, employers' and employees' organisations and educational institutions to administer the programme. The first phase of the scheme, viz., training of 60 teacher administrators for a period of six months has been completed. The Board is now engaged in implementing the second phase, viz., opening of worker-teachers' training centres in different parts of the country. Allied to the question of education is the problem of creating responsibility and a sense of partnership among workers. A scheme of workers' participation in management on a voluntary basis was to be introduced as an experimental measure in 50 undertakings. This scheme has been introduced in 13 undertakings in the private sector and 5 in the public sector. Councils of Management have been set up in these undertakings. The success of the experiment requires to be watched before extending its scope.

The important conferences held in 1958 were: the 41st (maritime) and 42nd Sessions of the International Labour Conference, the 15th Session of the Labour Ministers' Conference, the 16th Session of the Indian Labour Conference and the 17th Session of the Standing Labour Committee. The Indian Conferences discussed a variety of subjects and their recommendations are under consideration or action. The Government of India has ratified the I.L.O. Conventions (No. 100) concerning equal remuneration for men and women workers for work of equal value and (No. 107) concerning protection and integration of indigenous and other tribal and semi-tribal populations in independent countries. The Government has also recently decided to ratify Convention (No. 88) concerning employment service.

Important among the changes in the labour enactments are those relating to (i) the revision of Payment of Wages Act, (ii) the amendment of Employees' Provident Funds Act and (iii) amendment of Minimum Wages Act. By the Payment of Wages (Amendment) Act, the scope of the original Act has now been extended so as to cover workers drawing a monthly wage up to Rs. 400 instead of Rs. 200. The scope of the Employees' Provident Funds Act, as already stated, was extended so as to bring within its ambit workers employed in the undertakings under the control of Government and/or local authorities. The time-limit for the fixation of minimum rates of wages for workers in scheduled employments was extended up to 31st December 1959 by the Minimum Wages (Amendment) Act, 1957. The Government of India also issued a completely new set of regulations to replace the Indian Coal Mines Regulations, 1926.

APPENDIX I
List of Labour Acts
FACORIES

Central:

1. The Indian Boilers Act, 1923. Amended in 1929, 1942, 1943, 1947, 1950, 1951 and 1952.
2. The Cotton Ginning and Pressing Factories Act, 1925. Amended in 1939, 1942, 1950 and 1951.
3. The Factories Act, 1948. Amended in 1949, 1950, 1951 and 1954.

States:

1. The Cotton Ginning and Pressing Factories (Bombay Amendment) Act, 1936.
2. The C. P. and Berar Cotton Ginning and Pressing Factories (Amendment) Act, 1936.
3. The C. P. and Berar Cotton Ginning and Pressing Factories (Amendment) Act, 1947.
4. The C. P. and Berar Cotton Ginning and Pressing Factories (Second Amendment) Act, 1947.
5. The Jammu and Kashmir Factories Act, S. 1999.
6. The Cotton Ginning and Pressing Factories (Saurashtra Amendment) Act, 1956.

MINES

Central:

The Mines Act, 1952.

States:

The Bengal Mining Settlement Act, 1912.

PLANTATIONS

Central:

1. The Tea Districts Emigrant Labour Act, 1932. Amended in 1937, 1938, 1948, 1950 and 1951.
2. The Plantations Labour Act, 1951.

States:

The Jalpaiguri Labour Act, 1912.

TRANSPORT

Central:

1. The Indian Railways Act, 1890. As amended in 1930, 1950, 1951 and 1954.
2. The Indian Merchant Shipping Act, 1923. Amended in 1949, 1950, 1951 and 1953.
3. The Motor Vehicles Act, 1939. Amended in 1943, 1950 and 1951.
4. The Dock Workers (Regulation of Employment) Act, 1948. Amended in 1951.

SHOPS AND COMMERCIAL ESTABLISHMENTS

Central:

The Weekly Holidays Act, 1942. Amended in 1951.

States:

1. The Assam Shops and Establishments Act, 1948.
2. The Bihar Shops and Establishments Act, 1953.
3. The Bombay Shops and Establishments Act, 1948. Amended in 1952.
4. The Bengal Shops and Establishments Act, 1940. Amended in 1950. (Also applied to Tripura with certain modifications).
5. The C. P. and Berar Shops and Establishments Act, 1947. Amended in 1949, 1950 and 1955.
6. The Delhi Shops and Establishments Act, 1954.
7. The Hyderabad Shops and Establishments Act, 1951, Amended in 1953.
8. The Jammu and Kashmir Trade Employees Act, S. 2002. Amended in 1952.
9. The Madras Shops and Establishments Act, 1947 (Also applied to Andhra).
10. The Mysore Shops and Establishments Act, 1948.
11. The Mysore Shops and Establishments (Extension to Bellary) Act, 1954.
12. The Madhya Bharat Shops and Establishments Act, 1952.
13. The Punjab Trade Employees Act, 1940 (Also applied to Himachal Pradesh).
14. The Patiala Trade Employees Act, 1947 (as applied to the P.E.P.S.U. Area).
15. The Saurashtra Shops and Establishments Act, 1955.
16. The U. P. Shops and Commercial Establishments Act, 1947. Amended in 1948.
17. The United State of Travancore and Cochin Shops and Establishments Act, 1950.

Central:

1. The Payment of Wages Act, 1936. Amended in 1937, 1940, 1950 and 1951.
2. The Minimum Wages Act, 1948. Amended in 1950, 1951, 1954, and 1957.

States:

1. The Payment of Wages (Bombay Amendment) Act, 1953, 1955.
2. The Payment of Wages (Bombay Amendment) Act, 1954.
3. The Payment of Wages (Madras Amendment) Act, 1957.
4. The Payment of Wages (Mysore Amendment) Act, 1952.
5. The Payment of Wages (Madhya Bharat Amendment) Act, 1955.
6. The Payment of Wages (Saurashtra) Amendment Act, 1955.

SAFETY AND WELFARE

Central:

1. The Indian Dock Labourers Act, 1934. Amended in 1950 and 1951.
2. The Mica Mines Labour Welfare Fund Act, 1946. Amended in 1950 and 1951.

*Since repealed by the Punjab Shops and Commercial Establishments Act, 1958.

3. The Coal Mines Labour Welfare Fund Act, 1947. Amended in 1949, 1950 and 1951.
4. The Coal Mines (Conservation Safety) Act, 1952.

States:

1. The Bombay Smoke Nuisance Act, 1912. Amended in 1953.
2. The Bombay Housing Board Act, 1948. Amended in 1949, 1950 and 1951.
3. The Bombay Labour Welfare Fund Act, 1953.
4. The Hyderabad Labour Housing Act, 1952.
5. The Mysore Labour Housing Act, 1949.
6. The Madhya Pradesh Housing Board Act, 1950.
7. The U. P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act, 1951.
8. The U. P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund (Supplementary) Act, 1953.
9. The U. P. Labour Welfare Fund Act, 1956.
10. The U. P. Industrial Housing Act, 1955.

SOCIAL SECURITY**Central:**

1. The Workmen's Compensation Act, 1923. Amended in 1924, 1925, 1929, 1933, 1937 (twice), 1938, 1939, 1942, 1946, 1948, 1950 and 1951.
2. The Employers' Liability Act, 1938. Amended in 1950, 1951 and 1952.
3. The Mines Maternity Benefit Act, 1941. Amended in 1943, 1945, 1948 and 1951.
4. The War Injuries Ordinance, 1941. Amended in 1950.
5. The War Injuries (Compensation Insurance) Act, 1943. Amended in 1950.
6. The Employees' State Insurance Act, 1948. Amended in 1950 and 1951.
7. The Coal Mines Provident Fund and Bonus Schemes Act, 1948. Amended in 1949, 1950 and 1951.
8. The Employees' Provident Funds Act, 1952. Amended in 1953.

States:

1. The Assam Maternity Benefit Act, 1944. Amended in 1951.
2. The Assam Tea Plantations Provident Fund Scheme Act, 1955.
3. The Bombay Maternity Benefit Act, 1929 (Applied to Madhya Bharat, Delhi, Ajmer and Saurashtra also).
4. The Bihar Maternity Benefit Act, 1947. Amended in 1953.
5. The Bengal Maternity Benefit Act, 1939.
6. The Bengal Rural and Unemployment Relief Act, 1939. Amended in 1941.
7. The West Bengal Maternity Benefit (Tea Estates) Act, 1948. Amended in 1950.
8. The Bhopal Maternity Benefit Act, 1943.
9. The C. P. and Berar Maternity Benefit Act, 1930.
10. The Hyderabad Maternity Benefit Act, 1940. Amended in 1950.
11. The Jammu and Kashmir Workmen's Compensation Act, S.2000.
12. The Jammu and Kashmir Employers' Liability Act, S.2000. Amended in 1952.

13. The Madras Maternity Benefit Act, 1934. Amended in 1939. (Applied to Andhra also).
14. The Mysore Maternity Benefit Act, 1937.
15. The Mysore Maternity Benefit (Extension to Bellary) Act, 1951.
16. Maternity Benefit Act, (Madhya Pradesh).
17. The Orissa Maternity Benefit Act, 1953.
18. The Punjab Maternity Benefit Act, 1943. Amended in 1952 and 1953.
19. The Rajasthan Maternity Benefits Act, 1953.
20. The Travancore-Cochin Maternity Benefit Act, 1952.
21. The Uttar Pradesh Maternity Benefit Act, 1938.
22. The United States of Gwalior, Indore and Malwa (Madhya Bharat) Maternity Benefit (Adaptation) Act, 1949.

INDUSTRIAL RELATIONS

Central:

1. The Indian Trade Unions Act, 1926. Amended in 1928, 1942, 1947, 1950 and 1951.
2. The Industrial Employment (Standing Orders) Act, 1946. Amended in 1950 and 1951.
3. The Industrial Disputes Act, 1947. Amended in 1948, 1949, 1950, 1951 (thrice), 1952, 1953, 1954 and 1955.
4. The Industrial Disputes (Banking and Insurance Companies) Act, 1950.
5. The Industrial Disputes (Appellate Tribunal) Act, 1950. Amended in 1954 and 1955.*
6. The Working Journalists (Industrial Disputes) Act, 1955. (Repealed on 20th December 1955).
7. The Working Journalists. (Conditions of Service and Miscellaneous Provisions) Act, 1955.
8. The Industrial Disputes (Amendment and Miscellaneous Provisions) Act, 1956.

States:

1. The Bombay Trade Disputes Conciliation Act, 1934.
2. The Bombay Industrial Relations Act, 1946. Amended in 1948 (thrice), 1949, 1953, and 1955.
3. The Bombay Adjudication Proceedings (Transfer and Continuance) Act, 1947.
4. The Bihar Essential Services (Maintenance) Act, 1947.
5. The C. P. and Berar Validation of Awards and Continuance of Proceedings (Industrial Disputes) Act, 1947.
6. The C.P. and Berar Industrial Disputes Steelemnt Act, 1947. Amended in 1947, 1951 and 1955.
7. The Industrial Disputes (Mysore Amendment) Act, 1953.
8. The Industrial Disputes (Madras Amendment) Act, 1949.
9. The Industrial Disputes (Saurashtra Amendment) Act, 1951.
10. The Industrial Disputes (Appellate Tribunal) (Bombay Amendment) Act, 1954.

* Since repealed.

11. The Industrial Employment (Standing Orders) (Bombay Saurashtra Amendment) Act, 1953.
12. The Industrial Employment (Standing Orders) (Bombay Amendment) Act, 1955.
13. The Industrial Disputes and the Industrial Disputes (Appellate Tribunal) (Saurashtra Amendment) Act, 1955.
14. The Jammu and Kashmir Trade Unions Act, 1950.
15. The Jammu and Kashmir Industrial Disputes Act, 1950. Amended in 1952 and 1953.
16. The Mysore Essential Services (Maintenance) Act, 1943.
17. The Mysore Labour (Administration) Act, 1952.
18. (a) The U. P. Industrial Disputes Act, 1947. Amended in 1950, 1951 and 1953.
- (b) The U. P. Industrial Disputes (Amendment and Miscellaneous Provisions), Act, 1956.

PROTECTION OF CHILDREN

Central:

1. The Children (Pledging of Labour) Act, 1933. Amended in 1950 and 1951.
2. The Employment of Children Act, 1938. Amended in 1939, 1948, 1949, 1950 and 1951 (twice).

States:

The Jammu and Kashmir Children (Pledging of Labour) Act, S. 2002.

INDEBTEDNESS

States:

1. The Bengal Workmen's Protection Act, 1934. Amended in 1940.
2. The Bihar Workmen's Protection Act, 1948.
3. The Bihar Money Lenders Act.
4. The Bombay Money Lenders' Act, 1938. (Applied to Ajmer).
5. The Bombay Agricultural Debtors Relief Act, 1947 (Also applied to Ajmer).
6. The C. P. and Berar Adjustment and Liquidation of Industrial Workers' Debt Act, 1936.
7. The C. P. Protection of Debtors Act, 1937.
8. The Coorg Money Lenders' Act, 1939. Amended in 1946.
9. The Agriculturists' Loan (Coorg Amendment) Act, 1936.
10. The Coorg Debt Conciliation Act, 1940.
11. The Jammu and Kashmir Distressed Debtors' Relief Act.
12. The Jammu and Kashmir Restitution of Mortgages Act.
13. The Jammu and Kashmir Realisation of Debts (Temporary Stay) Ordinance.
14. The Madras Workmen's Protection Act, 1941.
15. The Orissa Debt and Bondage Abolition Regulation, 1948.
16. The Punjab Regulation of Accounts Act, 1930.
17. The Punjab Relief of Indebtedness Act, 1934.
18. The Punjab Debtors' Protection Act, 1936.
19. The Punjab Registration of Money Lenders Act, 1936.

MISCELLANEOUS

Central:

1. The Cotton Industry (Statistics) Act, 1926. Amended in 1950.
2. The Collection of Statistics Act, 1953.

States:

1. The Bombay Tenancy and Agricultural Lands Act, 1948.
 2. The C. P. and Berar Regulation of Manufacture of Bidis (Agricultural Purposes) Act, 1948.
 3. The Hyderabad Public Works Contractors Labour Regulation and Fair Wage Clauses, 1951.
 4. The Madras Compulsory Labour Act, 1958.
 5. The Orissa Compulsory Labour Act, 1948.
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APPENDIX II

LIST OF CONVENTIONS AND RECOMMENDATIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE, 1919—1957†

1. Hours of Work (Industry) Convention, 1919.*
2. Unemployment Convention, 1919.
3. Maternity Protection Convention, 1919.
4. Night Work (Women) Convention, 1919.*
5. Minimum Age (Industry) Convention, 1919.*
6. Night Work of Young Persons (Industry) Convention, 1919.*
7. Minimum Age (Sea) Convention, 1920.
8. Unemployment Indemnity (Shipwreck) Convention, 1920.
9. Placing of Seamen Convention, 1920.
10. Minimum Age (Agriculture) Convention, 1921.
11. Right of Association (Agriculture) Convention, 1921.*
12. Workmen's Compensation (Agriculture) Convention, 1921.
13. White Lead (Painting) Convention, 1921.
14. Weekly Rest (Industry) Convention, 1921.*
15. Minimum Age (Trimmers and Stockers) Convention, 1921.*
16. Medical Examination of Young Persons (Sea) Convention, 1921.*
17. Workmen's Compensation (Accidents) Convention, 1925.
18. Workmen's Compensation (Occupational Diseases) Convention, 1925.*
19. Equality of Treatment (Accident Compensation) Convention, 1925.*
20. Night Work (Bakeries) Convention, 1925.
21. Inspection of Emigrants Convention, 1926.*
22. Seamen's Articles of Agreement Convention, 1926.*
23. Repatriation of Seamen Convention, 1926.
24. Sickness Insurance (Industry) Convention, 1927.
25. Sickness Insurance (Agriculture) Convention, 1927.
26. Minimum Wage—Fixing Machinery Convention, 1928.*
27. Marking of Weight (Packages Transported by Vessels) Convention, 1929.*
28. Protection Against Accidents (Dockers) Convention, 1929.
29. Forced Labour Convention, 1930.*
30. Hours of Work (Commerce and Offices) Convention, 1930.
31. Hours of Work (Coal Mines) Convention, 1931.

† For a systematic arrangement of the Conventions and Recommendations adopted by the International Labour Conference during 1919 to 1951 see I.L.O.—International Labour Code, 1951 (Geneva, 1952).

* The Conventions marked with a * have been ratified by India.

32. Protection against Accidents (Dockers) Convention (Revised), 1932.*
33. Minimum Age (Non-Industrial Employment) Convention, 1932.
34. Fee-Charging Employment Agencies Convention, 1933.
35. Old-age Insurance (Industry, etc.) Convention, 1933.
36. Old-age Insurance (Agriculture) Convention, 1933.
37. Invalidity Insurance (Industry, etc.) Convention, 1933.
38. Invalidity Insurance (Agriculture) Convention, 1933.
39. Survivors' Insurance (Industry, etc.) Convention, 1933.
40. Survivors' Insurance (Agriculture) Convention 1933.
41. Night Work (Women) Convention (Revised), 1934.*
42. Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934.
43. Sheet-Glass Works Convention, 1934.
44. Unemployment Provision Convention, 1934.
45. Underground Work (Women) Convention, 1935.*
46. Hours of Work (Coal Mines) Convention (Revised), 1935.
47. Forty-Hour Week Convention, 1935.
48. Maintenance of Migrants' Pension Rights Convention, 1935.
49. Reduction of Hours of Work (Glass-Bottle Works), 1935.
50. Recruiting of Indigenous Workers Convention, 1936.
51. Reduction of Hours of Work (Public Works) Convention, 1936.
52. Holidays with Pay Convention, 1936.
53. Officers' Competency Certificates Convention, 1936.
54. Holidays with Pay (Sea) Convention, 1936.
55. Shipowners' Liability (Sick and Injured Seamen) Convention, 1936.
56. Sickness Insurance (Sea) Convention, 1936.
57. Hours of Work and Manning (Sea) Convention, 1936.
58. Minimum Age (Sea) Convention (Revised), 1936.
59. Minimum Age (Industry) Convention, (Revised), 1937.
60. Minimum Age (Non-Industrial Employment) Convention (Revised), 1937.
61. Reduction of Hours of Work (Textiles) Convention, 1937.
62. Safety Provisions (Building) Convention, 1937.
63. Convention concerning Statistics of Wages and Hours of Work, 1938.
64. Contracts of Employment (Indigenous Workers) Convention, 1939.
65. Penal Sanctions (Indigenous Workers) Convention, 1939.
66. Migration for Employment Convention, 1939.
67. Hours of Work and Rest Periods (Road Transport) Convention, 1939.
68. Food and Catering (Ships' Crews) Convention, 1946.
69. Certification of Ships' Cooks Convention, 1946.

* Items marked with an asterisk have been ratified by India.

70. Social Security (Seafarers) Convention, 1946.
71. Seafarers' Pensions Convention, 1946.
72. Paid Vacations (Seafarers) Convention, 1946.
73. Medical Examination (Seafarers) Convention, 1946.
74. Certification of Able Seamen Convention, 1946.
75. Accommodation of Crews Convention, 1946.
76. Wages, Hours of Work and Manning (Sea) Convention, 1946.
77. Medical Examination of Young Persons (Industry) Convention, 1946.
78. Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946.
79. Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946.
80. Final Articles Revision Convention, 1946.*
81. Labour Inspection Convention, 1947.*
82. Social Policy (Non-Metropolitan Territories) Convention, 1947.
83. Labour Standards (Non-Metropolitan Territories) Convention, 1947.
84. Right of Association (Non-Metropolitan Territories) Convention, 1947.
85. Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947.
86. Contracts of Employment (Indigenous Workers) Convention, 1947.
87. Freedom of Association and Protection of the Right to Organise Convention, 1948.
88. Employment Service Convention, 1948.
89. Night Work (Women) Convention (Revised), 1948.*
90. Night Work of Young Persons (Industry) Convention (Revised), 1948.*
91. Paid Vacations (Seafarers) Convention (Revised), 1949.
92. Accommodation of Crews Convention (Revised), 1949.
93. Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949.
94. Labour Clauses (Public Contracts) Convention, 1949.
95. Protection of Wages Convention, 1949.
96. Fee-Charging Employment Agencies Convention (Revised), 1949.
97. Migration for Employment Convention (Revised), 1949.
98. Right to Organise and Collective Bargaining Convention, 1949.
99. Minimum Wage-Fixing Machinery (Agriculture) Convention, 1951.
100. Equal Remuneration Convention, 1951.
101. Holidays with Pay (Agriculture) Convention, 1952.
102. Social Security Minimum Standards Convention, 1952.
103. Maternity Protection Convention (Revised), 1952.

* The Conventions marked with asterisk have been ratified by India.

104. Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955.
105. Abolition of Forced Labour Convention, 1957.
106. Weekly Rest (Commerce and Offices) Convention, 1957.
107. Indigenous and Tribal Populations Convention, 1957.

RECOMMENDATIONS

1. Unemployment Recommendation, 1919.
2. Reciprocity of Treatment Recommendation, 1919.
3. Anthrax Prevention Recommendation, 1919.
4. Lead Poisoning (Women and Children) Recommendation, 1919.
5. Labour Inspection (Health Services) Recommendation, 1919.
6. White Phosphorous Recommendation, 1919.
7. Hours of Work (Fishing) Recommendation, 1920.
8. Hours of Work (Inland Navigation) Recommendation, 1920.
9. National Seamen's Codes Recommendation, 1920.
10. Unemployment Insurance (Seamen) Recommendation, 1920.
11. Unemployment (Agriculture) Recommendation, 1921.
12. Maternity Protection (Agriculture) Recommendation, 1921.
13. Night Work of Women (Agriculture) Recommendation, 1921.
14. Night Work of Children and Young Persons (Agriculture) Recommendation, 1921.
15. Vocational Education (Agriculture) Recommendation, 1921.
16. Living-in Conditions (Agriculture) Recommendation, 1921.
17. Social Insurance (Agriculture) Recommendation, 1921.
18. Weekly Rest (Commerce) Recommendation, 1921.
19. Migration Statistics Recommendation, 1922.
20. Labour Inspection Recommendation, 1923.
21. Utilisation of Spare Time Recommendation, 1924.
22. Workmen's Compensation (Minimum Scale) Recommendation, 1925.
23. Workmen's Compensation (Jurisdiction) Recommendation, 1925.
24. Workmen's Compensation (Occupational Diseases) Recommendation, 1925.
25. Equality of Treatment (Accident Compensation) Recommendation, 1925.
26. Migration (Protection of Females at Sea) Recommendation, 1926.
27. Repatriation (Ship Masters and Apprentices) Recommendation, 1926.

28. Labour Inspection (Seamen) Recommendation, 1926.
29. Sickness Insurance Recommendation, 1927.
30. Minimum Wage-Fixing Machinery Recommendation, 1928.
31. Prevention of Industrial Accidents Recommendation, 1929.
32. Power-Driven Machinery Recommendation, 1929.
33. Protection against Accidents (Dockers) Reciprocity Recommendation, 1929.
34. Protection against Accidents (Dockers) Consultation of Organisations Recommendation, 1929.
35. Forced Labour (Indirect Compulsion) Recommendation, 1930.
36. Forced Labour (Regulation) Recommendation, 1930.
37. Hours of Work (Hotels, etc.) Recommendation, 1930.
38. Hours of Work (Theatres, etc.) Recommendation, 1930.
39. Hours of Work (Hospitals, etc.) Recommendation, 1930.
40. Protection against Accidents (Dockers) Reciprocity Recommendation, 1932.
41. Minimum Age (Non-Industrial Employment) Recommendation, 1932.
42. Employment Agencies Recommendation, 1933.
43. Invalidity, Old-age and Survivors' Insurance Recommendation, 1933.
44. Unemployment Provision Recommendation, 1934.
45. Unemployment (Young Persons) Recommendation, 1935.
46. Elimination of Recruiting Recommendation, 1936.
47. Holidays with Pay Recommendation, 1936.
48. Seamen's Welfare in Ports Recommendation, 1936.
49. Hours of Work and Manning (Sea) Recommendation, 1936.
50. Public Works (International Co-operation) Recommendation, 1937.
51. Public Works (National Planning) Recommendation, 1937.
52. Minimum Age (Family Undertakings) Recommendation, 1937.
53. Safety Provisions (Building) Recommendation, 1937.
54. Inspection (Building) Recommendation, 1937.
55. Co-operation in Accident Prevention (Building) Recommendation, 1937.
56. Vocational Education (Building) Recommendation, 1937.
57. Vocational Training Recommendation, 1939.
58. Contracts of Employment (Indigenous Workers) Recommendation, 1939.

59. Labour Inspectorates (Indigenous Workers) Recommendation, 1939.
60. Apprenticeship Recommendation, 1939.
61. Migration for Employment Recommendation, 1939.
62. Migration for Employment (Co-operation between States) Recommendation 1939.
63. Control Books (Road Transport) Recommendation, 1939.
64. Night Work (Road Transport) Recommendation, 1939.
65. Methods of Regulating Hours (Road Transport) Recommendation, 1939.
66. Rest Periods (Private Chauffeurs) Recommendation, 1939.
67. Income Security Recommendation, 1944.
68. Social Security (Armed Forces) Recommendation, 1944.
69. Medical Care Recommendation, 1944.
70. Social Policy in Department Territories Recommendation, 1944.
71. Employment (Transition from War to Peace) Recommendation, 1944.
72. Employment Service Recommendation, 1944.
73. Public Works (National Planning) Recommendation, 1944.
74. Social Policy in Dependent Territories (Supplementary Provisions) Recommendation, 1945.
75. Seafarers' Social Security (Agreements) Recommendation, 1946.
76. Seafarers' (Medical Care for Dependents) Recommendation, 1946.
77. Vocational Training (Seafarers) Recommendation, 1946.
78. Bedding, Mess Utensils and Miscellaneous Provisions (Ships' Crews) Recommendation, 1946.
79. Medical Examination of Young Persons Recommendation, 1946.
80. Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946.
81. Labour Inspection Recommendation, 1947.
82. Labour Inspection (Mining and Transport) Recommendation, 1947.
83. Employment Service Organisation Recommendation, 1948.
84. Labour Clauses (Public Contracts) Recommendation, 1949.
85. Protection of Wages Recommendation, 1949.
86. Migration for Employment Recommendation (Revised), 1949.
87. Vocational Guidance Recommendation, 1949.
88. Vocational Training (Adults) Recommendation, 1950.
89. Minimum Wage-Fixing Machinery (Agriculture) Recommendation, 1951.
90. Equal Remuneration Recommendation, 1951.

91. Collective Agreements Recommendation, 1951.
 92. Voluntary Conciliation and^cArbitration Recommendation, 1951.
 93. Holidays with Pay (Agriculture) Recommendation, 1952.
 94. Co-operation at the Level of the Undertaking Recommendation, 1952.
 95. Maternity Protection Recommendation, 1952.
 96. Protection of Workers' Health Recommendation, 1953.
 97. Minimum Age (Coal Mines) Recommendation, 1953.
 98. Holidays with Pay Recommendation, 1954.
 99. Vocational Rehabilitation (Disabled) Recommendation, 1955.
 100. Protection of Migrant Workers (Under-developed Countries) Recommendation, 1955.
 101. Vocational Training (Agriculture) Recommendation, 1956.
 102. Welfare Facilities for Workers Recommendation, 1956.
 103. Weekly Rest (Commerce and Offices) Recommendation, 1957.
 104. Indigenous and Tribal Populations Recommendations, 1957.
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APPENDIX III

DESIGNATIONS AND NAMES OF PRINCIPAL OFFICERS CONNECTED WITH LABOUR LAWS AND LABOUR ADMINISTRATION AT THE CENTRE AND STATES

Designation	Name
MINISTRY OF LABOUR AND EMPLOYMENT, GOVERNMENT OF INDIA	
Minister	Shri Gulzari Lal Nanda
Deputy Minister	Shri Abid Ali
Secretary	Shri P. M. Menon, I.C.S.
Joint Secretaries	1. Shri K. N. Subramaniam 2. Shri R. L. Mehta, I.A.S.
Director-General of Resettlement and Employment, New Delhi.	Shri A. Qadir, I.A.S.
Director-General, Employees' State Insurance Corporation, New Delhi.	Lt. Col. V. M. Albuquerque
Chief Labour Commissioner (Central) New Delhi ..	Shri S. P. Mukerjee, I.A.S.
Chief Adviser, Factories, New Delhi	Shri N. S. Mankiker
Central Provident Fund Commissioner, New Delhi ..	Shri S. N. Mubayi
Director, Labour Bureau, Simla	Dr. A. M. Lorenzo
Chief Inspector of Mines in India, Dhanbad	Shri S. S. Grewal
Coal Mines Labour Welfare Commissioner and Mica Mines Labour Welfare Commissioner, Dhanbad.	Shri K. Bag Singh.
Coal Mines Provident Fund Commissioner, Dhanbad ..	Shri P. Chandra
Chairman, Mica Mine Labour Welfare Fund Advisory Committee for Andhra, Nellore.	Shri Mohd. Mohibulla
Chairman, Mica Mines Labour Welfare Fund Advisory Committee, Bihar.	Shri K. Bag Singh
Chairman, Mica Mines Labour Welfare Fund, Rajasthan, Bhilwara.	Shri C. D. Issar
Controller of Emigrant Labour, Shillong	Shri P. C. Rai
Chairman, Wage Board for Cotton Textile Industry ..	Shri F. Jeejeebhoy
Chairman, Wage Board for Sugar Industry ..	Shri Bind Basni Prasad
Chairman, Wage Board for Cement Industry ..	Shri M. R. Mohar, I.C.S. (Retired).
Chairman, Industrial Tribunal, Dhanbad	Shri Salim M. Merchant
Chairman, Labour Appellate Tribunal	Shri F. Jeejeebhoy.

The Tribunal was established with effect from 1st December 1978.

APPENDIX III—contd.

Designation	Name
STATES	
ANDHRA PRADESH	
Commissioner of Labour	Shri T. Prabhakara Rao, I.A.S.
Chief Inspector of Factories and Boilers	Shri A. Ramamoorthy
ASSAM	
Labour Commissioner-cum-Chief Inspector of Factories	Shri H. P. Duara
BIHAR	
Commissioner of Labour	Shri S. N. Pande, I.A.S.
Chief Inspector of Factories	Shri A. N. Singh
BOMBAY	
Commissioner of Labour, Chief Conciliator under the Bombay Industrial Relations Act, 1946 and Conciliations Officer under the Industrial Disputes Act, 1947, and Certifying Officer under the Industrial Employment (Standing Orders) Act, 1946 and President, Smoke Nuisance Commission.	Shri S. L. Sukhtankar, I.A.S.
Chief Inspector of Factories	Shri N. L. Gadkari
KERALA	
Labour Commissioner	Shri A. Kunjukrishna Pillai
Chief Inspector of Factories and Boilers	Shri P. S. Kuliyil
MADHYA PRADESH	
Labour Commissioner	Shri W. V. Oak, I.A.S.
MADRAS	
Commissioner of Labour	Shri V. Balasundarai, I.A.S.
Chief Inspector of Factories	Shri P. Periyannayagam
MYSORE	
Commissioner of Labour, Chief Inspector of Factories and Boilers, Regional Provident Fund Commissioner and Registrar of Trade Unions.	Shri B. M. Abutaker, I.A.S.
ORISSA	
Labour Commissioner-cum-Chief Inspector of Factories	Shri S. S. Patra, O.A.S.
PUNJAB	
Labour Commissioner	Shri Harbans Raj Singh

APPENDIX III—contd.

Designation	Name
RAJASTHAN	
Labour Commissioner	Shri Chandradhar Issar
Chief Inspector of Factories and Boilers	Shri Hans Raj Paluwal
UTTAR PRADESH	
Labour Commissioner	Shri Uma Shankar, I.A.S.
Additional Labour Commissioner and Regional Provident Fund Commissioner	Shri Jai Narain Tewari, I.A.S.
Chief Inspector of Factories	Shri Guru Dutta Bishnoi
WEST BENGAL	
Labour Commissioner, Registrar of Trade Unions, Statistics Authority, Conciliation Officer, etc.	Shri S. M. Bhattacharji, I.A.S.
Chief Inspector of Factories	Shri G.C. Roy
JAMMU AND KASHMIR	
Director of Industries and Commerce	Mr Habibullah Kamili
UNION TERRITORIES	
DELHI	
Director of Industries and Labour, Registrar of Trade Unions, Appellate Authority under the Industrial Employment (Standing Orders) Act, Regional Commissioner, Provident Fund and Conciliation Officer.	Dr. B.R. Seth
Chief Inspector of Factories	Shri K.B. Sevan
HIMACHAL PRADESH	
Labour Commissioner	Shri A.B. Malik, I.A.S.
TRIPURA	
Secretary to the Government of Tripura, Labour Department.	Shri G. N. Chatterjee
Labour Officer	Shri B. C. Halder
MANIPUR	
Labour Commissioner, Manipur	Shri M. K. Ganguly

APPENDIX IV SELECT BIBLIOGRAPHY

EXPLANATORY NOTE

It is difficult to include in a publication like the Indian Labour Year Book an exhaustive Bibliography of all official and non-official publications and reports dealing with Indian Labour, but at the same time it is felt that it would be useful to include in the Year Book a small list of official publications and journals, etc., relating to labour. With this end in view, a circular letter was issued to the various States and on the basis of the information received, supplemented by information available in the Bureau, a Select Bibliography was prepared and published in the 1948-49 issue of the Year Book. Since then, in each issue of the Year Book a corrected up-to-date bibliography is being published. As in the past, the bibliography given below is divided into two sections: (1) reports, etc., published by the Central and State Governments, and (2) selected journals, official and non-official. In regard to (1), only those Reports of Courts of Enquiry, Adjudicators, etc., which are published in a separate book form have been included in the list.

1. GOVERNMENT PUBLICATIONS ON LABOUR MATTERS

Government of India Publications

A. Annual Reports

- *1. Statistics of Factories (Annual report on the Factories Act).
- *2. Review on the working of the Indian Trade Unions Act, 1926: (now entitled 'Trade Unions in India').
- §3. Annual Report on the working of the Workmen's Compensation Act, 1923.
- §4. Annual Report on the working of Industrial Employment (Standing Order) Act, 1946.
- §5. Annual Report on the working of Payment of Wages Act, 1936.
- §6. Annual Report on the Payment of Wages Act, 1936 in Mines.
- §7. Annual Report on the working of the Coal Mines Provident Fund and Bonus Schemes Act, 1948.
- §8. Annual Report on the working of the Employment of Children Act, 1938, in Ports.
- §9. Annual Report on the working of the Maternity Benefit Acts.
- §10. Annual Report on the working of the Payment of Wages Act, 1936 on Railways.
- §11. Annual Report on the working of hours of Employment Regulations on Indian Railway.

*The publication of these annual reports which was suspended during the war period has since been resumed and the following are the latest publications in the series:—

- (i) Working of the Indian Trade Unions Act, 1926, during 1953-54 and 1954-55 (Publication No. 38 of the Labour Bureau), 1959.
- (ii) Working of the Workmen's Compensation Act, 1923 during 1948. (Publication No. 8 of the Labour Bureau), 1951. Reports for the subsequent years are published only in the Indian Labour Gazette.
- (iii) Statistics of Factories, 1954. (Publication No. 36 of the Labour Bureau).
- (iv) Working of the Minimum Wages Act, 1948 for the year 1955. (Publication No. 34 of the Labour Bureau).

§These reports are now being published only in the *Indian Labour Gazette*.

12. Annual Report on the working of the Minimum Wages Act, 1948.
13. Annual Report of the Chief Inspector of Mines in India on the working of the Indian Mines Act, 1952.
14. Annual Report of the Employees' State Insurance Corporation.
15. Annual Report on the working of the Tea Districts Emigrant Labour Act, 1923.
16. Annual Report of the Chief Adviser Factories on the working of the Indian Dock Labourers Act, 1934, and the Indian Dock Labourers Regulations, 1948.
17. Report by the Railway Board on Indian Railways (2 Vols.).
18. Census of Manufactures—India, published by the Directorate of Industrial Statistics. Ministry of Commerce and Industry. The sixth annual census for 1951 was published in 1955.
19. Large Industrial Establishments in India.

20. Report on the Activities of Coal Mines Labour Welfare Fund.

B. Reports of Committees and Commissions*

1. Report of the Royal Commission on Labour in India, 1929—31; Evidence Volumes I to XI; Annual Reports on action taken on the Recommendations of the Royal Commission.†
2. Reports of the Labour Investigation Committee (1944—46). Main Report, 1946.

Report on an enquiry into Conditions of Labour in—

Bidi, Cigar and Cigarette Industries in India by D.V. Rege.

Cement Industry by S. R. Deshpande.

Cotton Mill Industry in India by S. R. Deshpande.

Dockyards in India by D. V. Rege.

Engineering and Minerals and Metal Industries in India by B. P. Adarkar.

Gold Mining Industry in India by S. R. Deshpande.

Jute Mill Industry in India by S. R. Deshpande.

Manganese Mining Industry in India by D. V. Rege.

Match Industry in India by S. R. Deshpande.

Mineral Oil Industry in India by D. V. Rege.

Non Gazetted Railway Services by A. Mukhtar.

*The latest report relates to the year 1955.

†The latest published compilation relates to 1953.

*The Ministry of Labour, Government of India, have published a number of reports relating to: (a) proceedings of the sessions of Indian Labour Conference and Standing Labour Committee; and (b) work of the Indian Delegation in the various sessions of the International Labour Conference or in the various I.L.O. meetings. These reports are not mentioned here.

†Annual Reports on the action taken on the recommendations of the Royal Commission have been discontinued after 1938.

- Paper Mill Industry in India by S. R. Deshpande.
 Plantations in India by D. V. Rege.
 Ports by S. R. Deshpande.
 Principal Municipalities in India by S. R. Deshpande.
 Silk Industry in India by S. R. Deshpande.
 Woollen Textile Industry in India by S. R. Deshpande.
 Carpet Weaving by A. Mukhtar.
 Central Public Works Department by B. P. Adarkar.
 Chemical Industry by B. P. Adarkar.
 Coir Mats and Matting Industry by A. Mukhtar.
 Cotton Ginning and Bailing Industry by B. P. Adarkar.
 Glass Industry by B. P. Adarkar.
 Iron Ore Industry by B. P. Adarkar.
 Mica Mining and Mica Manufacturing Industry by B. P. Adarkar.
 Potteries by A. Mukhtar.
 Printing Presses by A. Mukhtar.
 Rice Mills by B. P. Adarkar.
 Rickshaw Pullers by A. Mukhtar.
 Shellac Industry by B. P. Adarkar.
 Sugar Factories by A. Mukhtar.
 Tanneries and Leather Goods Factories by A. Mukhtar.
3. Report, on an Enquiry into Conditions of Labour in the Coal Mining Industry in India by S. R. Deshpande, 1946.
 4. Report of the Mica Enquiry Committee, 1944-45.
 5. Report of the Indian Coal Fields Committee, 1946.
 - ✓ 6. Report of the Health Survey and Development Committee (Vol. I—Survey; Vol. II—Recommendations; Vol. III—Appendices; Vol. IV—Summary), 1946.
 7. Report of the Central Pay Commission, 1947.
 8. Report of Fact-Finding Committee (Handloom and Mills), 1947.
 9. Summary of the Proceedings of the Tea Plantation Labour Conference held at New Delhi on 8th and 9th January, 1947.
 10. Report of the Committee on Profit-sharing, 1948.
 11. Report of the Committee on Fair Wages, 1949.
 12. Summary of Proceedings of the Industrial Committee on Coal Mining (Second Session, Dhanbad, 13th and 14th September, 1948), 1949.
 13. Summary of Proceedings of the First Meeting of the Central Advisory Council of Labour (Lucknow, 19th and 21st November, 1948), 1949.
 14. Summary of Proceedings of the Industrial Committee on Tanneries and Leather Goods Manufactories (Lucknow, 10th and 11th December, 1948), 1949.
 15. Report of the Railway Grainshop Enquiry Committee, 1948.
 - ✓ 16. Report of the Posts and Telegraphs Expert Committee, 1948.
 17. Summary of Proceedings of the Second Meeting of the Central Advisory Council of Labour at New Delhi on the 25th July, 1949; (1950).
 18. Report of the Fiscal Commission. 1949-50, Vol. I (1950).

19. Agricultural Labour Enquiry Reports (issued by the Ministry of Labour, Government of India, in 1951-52).
Report on an enquiry into the Conditions of Agricultural Workers in Village:
 - (i) Vandalur in Madras;
 - (ii) Dorwan in Bihar;
 - (iii) Archikarahali in Mysore State;
 - (iv) Brindabanpur in West Bengal;
 - (v) Khapri in Madhya Pradesh;
 - (vi) Khuntuni in Orissa;
 - (vii) Magurpara in Assam; and
 - (viii) Khalispur in U.P.
20. Report of the Working Party for the Coal Industry, 1951.
21. Report of the Training and Employment Services Organisation Committee.
22. Report of the Committee of Inquiry (Relating to Civilian Employees under the Ministry of Defence).
23. The National Sample Survey—General Report No. 1 on the First Round October, 1950—March, 1951; Report No. 2 April—June, 1951; Report No. 3 August—November, 1951.
24. Report of the Environmental Hygiene Committee (issued by the Ministry of Health), 1949.
25. Final Report of the National Income Committee, February, 1954.
26. Report of the Bank Award Commission, Bombay, July, 1955.
27. Report of the Dock Workers (Regulation of Employment) Enquiry Committee, 1955.

C. Reports by Special Officers, Adjudicators, Courts of Enquiry, etc.

1. Report of the Court of Enquiry (Shri S. R. Deshpande) constituted under the Trade Disputes Act, 1929, to investigate certain grievances of the salt miners at Khewra, 1941.
2. Report of the Court of Enquiry (Shri B. N. Rau) constituted under the Trade Disputes Act, 1929, to investigate the question of dearness allowance for railway employees, 1941.
3. Report on Health Insurance for Industrial Workers by Prof. B. P. Adarkar, 1944.
4. Reports on the Scheme of Social Insurance for Indian Seamen by Prof. B. P. Adarkar and Dr. Laura Bodmer, 1946.
5. The Health of the Industrial Workers in India—A Report by Dr. T. Bedford of the Industrial Health Research Board of the Medical Research Council in the United Kingdom, 1946.
6. Report regarding Representative Character of the All-India Trade Union Congress and the Indian Federation of Labour by Shri S. C. Joshi, Chief Labour Commissioner, 1947.
7. Adjudication by the Hon'ble Shri Justice G. S. Rajadhyaksha in the trade dispute between the Posts and Telegraphs Department and its non-gazetted employees, 1947.
8. Adjudication by the Hon'ble Justice G. S. Rajadhyaksha in the trade disputes between the nine Indian Government Railway Administrations and their respective workers, 1947.
9. Standards of Medical Care for Tea Plantations in India—A report by Dr. E. Lloyd Jones, Deputy Director General of Health Services (Social Insurance), 1947.

10. Decision of Labour Appellate Tribunal in Bombay Dock Labour Appeals. (Published in 1956).

D. Family Budget Reports

- 1—21. (On Enquiries conducted during 1943—45 by Shri S. R. Deshpande, Director, Cost of Living Index Scheme Government of India), published in 1947-48.

Report on an Enquiry into Family Budgets of Industrial Workers at:—

1. Ahmedabad.
2. Ajmer.
3. Akola.
4. Berhampur.
5. Bombay.
6. Calcutta.
7. Cuttack.
8. Dehri-on-Sone.
9. Delhi.
10. Gauhati.
11. Howrah and Bally.
12. Jalgaon.
13. Jamshedpur.
14. Jharia (Colliery workers).
15. Jabalpur.
16. Kharagpur.
17. Ludhiana.
18. Monghyr and Jamalpur.
19. Sholapur.
20. Silchar.
21. Tinsukia
22. Report on an Enquiry into the Cost and Standard of Living of Plantation Workers in South India. (Publication No. 2 of the Labour Bureau), 1948.
23. Report on an Enquiry into the Cost and Standard of Living of Plantation Workers in Assam and Bengal. (Publication No. 4 of the Labour Bureau), 1948.
24. Report on an Enquiry into the Family Budgets of Workers in Bhopal City. (Publication No. 20 of the Labour Bureau).
25. Report on an Enquiry into the Family Budgets of Industrial Workers in Beawar. (Publication No. 21 of the Labour Bureau).
26. Report on an Enquiry into the Family Budgets of Industrial Workers in Satna. (Labour Bureau Publication No. 23).
27. Report on an Enquiry into the Family Budgets of Industrial Workers in Coorg. (Labour Bureau Publication No. 32).

E. Bulletins of Indian Industries and Labour

1. Indian Factory Law Administration by A. G. Clow. (Bulletin No. 8).
2. Conciliation and Arbitration by R. N. Gilchrist. (Bulletin No. 23).
3. Women's Labour in Bengal Industries by Dagmor F. Curjel. (Bulletin No. 31).

- ✓ 4. Indian Maternity Benefit Schemes. (Bulletin No. 32).
 5. Periods of Wage Payment. (Bulletin No. 34).
 - ✓ 6. The Employment of Women in Mines. (Bulletin No. 35).
 - ✓ 7. Indian Factory Legislation—A Historical Survey by A. G. Clow. (Bulletin No. 37).
 8. Industrial Disputes in India, 1921—28. (Bulletin No. 43).
 9. Reduction of Hours of Work in Mines. (Bulletin No. 49).
 10. State Action in respect of Industries, 1928—35. (Bulletin No. 57).
 - ✓ 11. Indian Labour Legislation, 1932—37. (Bulletin No. 61).
 - ✓ 12. Industrial Disputes in India, 1929—36. (Bulletin No. 62).
 - ✓ 13. Sickness Insurance. (Bulletin No. 63).
 - 14—16. First, Second and Third Conference of Labour Ministers (held in 1940, 1941, and 1942). (Bulletin Nos. 70, 72 and 73).
 - ✓ 17. Indian Labour Legislation, 1937—43. (Bulletin No. 74).
- F. *Special Publications issued by the Government of India*
- ✓ 1. The State and Industry by A. G. Clow (1928).
 2. Changes in the Occupational Distribution of Population by Dr. B. G. Ghate. (Studies in Indian Economics Issued by the Office of the Economic Adviser to the Government of India), 1940.
 - ✓ 3. Labour in India, (Commemoration Volume, Preparatory Asian Regional Labour Conference), 1947.
 - ✓ 4. Elements of Industrial Well-Being by Sir Wilfrid Garrett. (Publication No. 1 of the Labour Bureau), 1947.
 5. Agricultural Labour—How they Work and Live—by Dr. Ramamurti, All-India Agricultural Labour Enquiry.
 - ✓ 6. Problems of Indian Labour—A Symposium. (Publication No. 2 of the Labour Bureau), 1948.
 7. Provincial Development Programmes, 1949. (Cabinet Secretariat).
 8. Railway Workers in India, Railway Board, 1950.
 9. Labour Welfare Facilities in India Adjudged from International Standards. (Ministry of Labour, Government of India, New Delhi), 1950.
 10. Industrial Awards in India—An Analysis. (Publication No. 9 of the Labour Bureau), 1951.
 11. Plantation Labour in Assam Valley. (Publication No. 13 of the Labour Bureau), 1951.
 12. Statistical Abstract, India, 1950, 1951-52, 1952-53, 1953-54 and 1955-56. (Central Statistical Organisation).
 13. Agricultural Wages in India (Volumes I and II). (Ministry of Labour).
 14. Low Cost Housing for Industrial Workers—Issued by the Chief Adviser, Factories.
 15. Occupational Diseases—A Guide to Recognition and Notification. (Ministry of Labour).
 - 16—17. Indian Agricultural Statistics, Volumes I and II, 1943-44 to 1946-47, 1947—49, 1949-50, 1950-51, 1951-52, 1952-53, 1953-54 and 1954-55 Vol. I. (Ministry of Agriculture).
 18. Indian Agricultural Wages Statistics, 1950, 1950-51 and 1952-53, 1953-54 and 1954-55. (Ministry of Agriculture).

19. Square Deal for Labour. (Ministry of Information and Broadcasting).
20. Report of the Press Commission.
21. Report of the Film Enquiry Committee.
22. Labour in India.
23. Labour in the Plan.
24. Employees' State Insurance.
25. Review of the First Five Year Plan.
- ✓ 26. The Second Five Year Plan. (Planning Commission).
27. Appraisal and prospects of the Second Five Year Plan. (Planning Commission).
28. Economic and Social Status of Women Workers in India. (Publication No. 15 of the Labour Bureau).
29. Subsidised Housing Scheme for Industrial Workers. (Ministry of Works, Housing and Supply).
30. Report on an Enquiry into the Conditions of Labour in the Cashewnut Processing Industry in India. (Publication No. 17 of the Labour Bureau).
31. Cost of Living Index Numbers in India—A Monograph. (Publication No. 18 of the Labour Bureau).
32. Labour Conditions in the Building and Construction Industry in India. (Publication No. 22 of the Labour Bureau).
33. Child Labour in India. (Publication No. 24 of the Labour Bureau).
34. Labour Management, Consultation and Cooperation in the Tata Iron and Steel Company. (Publication No. 35 of the Labour Bureau).

PUBLICATIONS OF STATE GOVERNMENTS

(Some of the State Governments publish separate Annual Reports on the working of the following Central Acts: (a) The Workmen's Compensation Act, 1923; (b) The Indian Trade Unions Act, 1926; (c) The Factories Act, 1948; and (d) The Payment of Wages Act, 1936. Annual reports on the working of some of the State Acts, e.g., Maternity Benefit Acts and Shops and Establishments Acts, are also published. These reports are not mentioned in the following list).

1. ANDHRA

1. Tripartite Labour Enquiry Committee on Road Transport in Andhra.
2. Andhra Pradesh Labour Bulletin English monthly issued by the Commissioner of Labour Andhra Pradesh.
3. Report of the Labour (Factory) Investigation Committee, 1949. (1950).
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- (ii) Report on Wages, Hours of Work and Conditions of Employment in the Printing Industry in the Bombay Presidency (excluding Sind), May, 1934. (Published in 1936).
- (iii) Report on Wages, Hours of Work and Conditions of Employment in the Textile Industry (Cotton, Silk, Wool and Hosiery) in the Bombay Presidency (excluding Sind), May, 1934. (Published in 1937).
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3. Report on an Enquiry into Family Budgets of Cotton Mill Workers in Sholapur City, 1925. (Published in 1928).

4. Report on an Enquiry into Working Class Family Budgets in Ahmedabad, 1926, (Published in 1928).

5. Report on an Enquiry into Working Class Family Budgets in Bombay City, 1932-33. (Published in 1935).

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2. Reports of the Bombay Economic and Industrial Survey Committee, 1938-40, Vol. II. (Published in 1941) on—

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(ii) Bombay Suburban;

(iii) Ahmedabad;

(iv) Broach and Panch Mahal;

(v) Kaira;

(vi) Surat;

(vii) Ahmednagar;

(viii) Nasik;

(ix) East Khandesh;

(x) West Khandesh;

(xi) Kolaba;

(xii) Poona;

(xiii) Ratnagiri;

(xiv) Satara;

(xv) Sholapur;

(xvi) Thana;

(xvii) Belgaum;

(xviii) Bijapur;

(xix) Dharwar; and

(xx) North Kanara.

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(i) Stone breaking or stone crushing;

(ii) Road construction and building operations;

(iii) Rice, flour or dal mills;

(iv) Public motor transport;

(v) Tanneries and leather manufactory;

(vi) Oil mills;

- (vii) Salt pan industry:
- (viii) Tobacco (including bidi making manufactory); (Report published in 1951);
- (ix) Local authorities; (Published in 1955);
- (x) Residential hotels, restaurants, and eating houses; (Published in 1956);
- (xi) Cotton ginning or cotton pressing manufactory; (Published in 1956);
- (xii) Printing industry. (Published in 1956).

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3. Report on an Enquiry into Middle Class Unemployment in the Bombay Presidency, 1926. (Published in 1927).
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16. Report of the Labour Department of the Government of Bombay for the years 1946, 1947 and 1948, 1949—51, 1952.
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2. Report on an Enquiry into the Standard of Living of Jute Mill Workers in Bengal, 1930.

3. Report on the Activities of the Labour Department of the Government of West Bengal, Vol. I (January—March, 1948), Vol. II (May—December, 1948).

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(ii) Tanneries and leather manufactories;

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14-15. Report on the Family Budget Enquiry into the Living Conditions of the Tea Plantation Workers in—

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(ii) Darjeeling—Tarai, West Bengal, 1948.

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(i) Bidi workers in West Bengal, 1950-51.

(ii) Public motor transport workers in West Bengal, 1950-51.

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(ii) Volume II—July—December, 1948.

20. Awards made by major Tribunals during 1948—Vol. III.

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(b) January—December, 1951.

(c) January—June, 1953.

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Volume III—(January—June, 1949).

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2. Report of the Committee Appointed to Enquire into the Conditions of Industrial Labour in Cochin State, 1946.

3. Report on the Enquiry into the Family Budgets of Industrial Workers in Cochin State, 1947.

4. Report of the Sitaram Standardisation Committee.

5. Report of the Unemployment Enquiry Committee.

6. Report of the Court of Enquiry—Ceramic Factory, Kundara.

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20. Report of the Minimum Wages Committee for Municipalities.

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6. Report of the Bidi Industry Committee, C.P. and Berar, 1941.
7. Report of the Provincial Industries Committee, C.P. and Berar (1944). 1945.
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10. Report on Labour in Coal Mines in C.P. and Berar by A. Hughes and G. L. Watson, 1943.
11. Report of the Bidi Readjustment Committee, 1947.
12. Report of the Press Enquiry Committee, 1949.
13. Review of the Work Done by the Provincial Congress Ministry during the last 3 years. (This contains a chapter in the Activities of the Labour Department).
14. A Study of Industrial Dissatisfaction—Report of an Enquiry by Shri A. S. Bhanavalkar
15. Industrial Relations in Madhya Bharat.
16. The Report of the Minimum Wages (Agriculture) Committee.
17. The Report of the Minimum Wages (Local Authorities) Committee.
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19. Report on the Working Conditions in Government Owned and Run Undertakings.

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3. Report of the Court of Enquiry (Shri M. Venkataramayya) in the Dispute in Coimbatore Mills, 1947.
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5. Recommendations of Adjudicators and Boards of Conciliation on Labour Disputes in 1946.
6. Recommendations of Adjudicators, Industrial Tribunals and Courts of Enquiry in respect of Labour Disputes during the First Half of 1947.
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10. Report of Court of Enquiry Appointed to Enquire into the Conditions of Labour in Timber and Saw Mills in Malabar and South Kanara Districts by K. A. Mukandan, 1947.
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4. Progress of Labour in Mysore State, 1949.

5. Rights and Obligations of Women Workers in Factories under the Maternity Benefit Act, Mysore, 1950.

6. Directory of the Labour Department and Trade Unions in the State of Mysore, 1951.

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8. Abolition of Forced Labour. (Pamphlet in Tamil).

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10. Industrial Peace Drive Souvenir.

11. Labour Manual. (In five volumes).

10. ORISSA

1. Commerce and Labour in Orissa, 1950.

2. A brief Review of the Activities of the Labour Department in the Year 1951-52.

3. Report on the Activities of the Labour Department Government of Orissa during the Year 1953-54.

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2. Impact of Partition on Industries in Border Districts of East Punjab by K. L. Luthra.

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9. Economic Survey of Industrial Labour in the Punjab.
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11. Economics of Oil crushing mill Industry.
12. Reports of the Minimum Wages Committees appointed by the Government of Punjab under the Minimum Wages Act, 1948 in respect of Employment in—
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 - (ii) Oil mills;
 - (iii) Any Shawl weaving establishment;
 - (iv) Inferior employees under any Local authority;
 - (v) Any Rice mill, flour mill or dal Mill;
 - (vi) Any Tanneries and leather manufactory; and
 - (vii) Tea plantations.
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14. Wages Abstract.
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16. Award given by the Industrial Tribunal, Bhatinda regarding the dispute between the labour and management of M/s. Bhupendra Flour Mills Ltd., Bhatinda.
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1. Labour in Rajasthan.

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7. Report of the U.P. Pay Committee, 1947.
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9. Some Facts about Our Life and Living, 1947.
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13. Report of the Committee to Consider the question of Decasualisation of Labour and Recruitment of Industrial Workers through Employment Exchanges, 1949.

14. Report of the Court of Enquiry (Sugar), 1950.

15. Report on the Activities of the Government of Uttar Pradesh for the Amelioration of the Working and Living Conditions of Labour for the year 1949. (1950).

16. Annual Review of Activities, 1947. (The Department of Labour Uttar Pradesh) in Hindi and English.

17. Report of the Uttar Pradesh Sugar Industry Enquiry Committee, 1951.

18. Growth of Factories in Uttar Pradesh and Need for Their Planned Development by R. C. Pande, 1951.

19. Fair Deal to Labour, 1951.

20. Role of Uttar Pradesh Government in Improving Workers' Lot, 1951.

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22. Industrial Housing.

†23. Labour Welfare in U.P.

*In the cause of Labour, an illustrated brochure was issued by the Labour Department of U.P. in English on the Occasion of Asian Regional Conference of I.L.O. in November, 1957. Serial No. 21 is the Hindi Version of this brochure.

†These brochures (in English and Hindi) were also brought out at the time of the Asian Regional Conference.

2. SELECTED JOURNALS OF LABOUR INTEREST PUBLISHED IN INDIA

Serial No.	Name of Journal	Periodicity	Place of publication	Language	Remarks
1	2	3	4	5	6
<i>(a) Journals published by the Government of India</i>					
1	Employment News ..	Monthly	Delhi	English	Issued by the D.G.R.E., Ministry of Labour and Employment, New Delhi.
2	Indian Labour Gazette	Monthly	Delhi	English	Issued by the Labour Bureau, Ministry of Labour and Employment, Simla.
3	Monthly Coal Bulletin.	Monthly	Delhi	English	Issued by the Chief Inspector of Mines in India, Ministry of Labour and Employment, Dhanbad.
4	Labour Appeal Cases	Monthly	Delhi	English	Issued by the Registrar, Labour Appellate Tribunal of India, Ministry of Labour and Employment.
<i>(b) Journals published by the State Governments</i>					
5	Shramik ..	Fortnightly	Patna	Hindi	Issued by the Commissioner of Labour, Bihar.
6	Industrial Court Reporter.	Monthly	Bombay	English	Issued by the Deputy Commissioner of Labour (Admn.), Government of Bombay.
7	Labour Gazette ..	Monthly	Bombay	English	Issued by the Deputy Commissioner of Labour (Admn.), Government of Bombay.
8	Madhya Pradesh Shram Patrika.	Monthly	..	Hindi	Issued by the Labour Department, Government of Madhya Pradesh.
9	Shramjivi ..	Weekly	Kanpur	Hindi	Issued by the Labour, Department, Government of Uttar Pradesh.

APPENDIX V

STATISTICAL APPENDIX

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EMPLOYMENT

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TABLE NO. 1
ESTIMATED AVERAGE DAILY EMPLOYMENT IN WORKING FACTORIES IN 1956
(Figures in brackets indicate the number of working factories)

Industry	Andhra	Assam	Bihar	Bombay	Jammu Kashmir	Kerala	Madhya Pradesh	Madras	Mysore
1	2	3	4	5	6	7	8	9	10
01 Processes Allied to Agriculture—									
(a) Gins and Presses—									
(i) Cotton Ginning and Baling ..	5,357 (122)	560 (0)	8 (1)	84,430 (1,125)	..	..	28,031 (302)	10,782 (223)	913 (44)
(b) Jute Presses ..	464 (31)	..	635 (28)	..	..	..	..	..	..
(c) Wool Baling and Pressing ..	..	..	..	73 (3)	..	..	..	..	..
(d) Others ..	290 (0)	..	..	1,233 (40)	..	..	..	793 (28)	.. (1)
Total ..	6,111 (159)	560 (0)	843 (29)	85,712 (1,169)	..	..	28,031 (302)	11,589 (251)	913 (45)
20 Food except Beverages—									
201. Slaughtering, Preparation and Preserving of Meat	..	..	..	..	..	..	..	..	..
202. Manufacture of Dairy Products	56 (3)	..	32 (2)	505 (11)	..	..	182 (4)	79 (2)	18 (2)
203. Canning and Preservation of Fruits and Vegetables	84 (3)	12 (1)	..	314 (8)	100 (2)	203 (5)	162 (0)	12 (1)	52 (1)
204. Canning and Preservation of Fish and Other Sea-foods.	..	..	..	..	..	..	..	..	..
205. Manufacture of Grain Mill Products—									
(a) Flour Mills ..	..	103 (18)	4,110 (1,578)	1,544 (34)	40 (1)	20	605 (17)	530 (29)	118 (7)
(b) Rice Mills ..	18,171 (700)	2,041 (104)	6,354 (470)	1,311 (119)	..	1,928 (69)	8,118 (243)	12,115 (769)	374 (53)
(c) Dal Mills ..	538 (51)	11 (2)	321 (15)	2,131 (118)	..	..	1,601 (83)	800 (54)	.. (2)

206. Manufacture of Bakery Products	72 (5)	3 (1)	192 (9)	2,953 (131)	..	415 (3)	283 (11)	55 (1)
207. Sugar Factories and Refineries—								
(a) Sugar	6,115 (9)	..	21,728 (35)	7,423 (17)	..	3,980 (9)	3,650 (5)	2,218 (3)
(b) Gur .. ..	..	39 (2)	120 (7)	14,660 (810)	..	284 (8)	..	..
208. Manufacture of Sugar Confectionery, Cocoa and Chocolate	262 (8)	..	124 (2)	876 (49)	..	125 (7)	443 (9)	73 (4)
209. Manufacture of Miscellaneous Food Preparations—								
(a) Manufacture of Edible Oils (other than Hydrogenated oils)	13,260 (371)	676 (28)	2,183 (363)	18,536 (504)	41 (1)	2,038 (58)	4,256 (240)	454 (58)
(b) Hydrogenated Oil Industry ..	36 (2)	..	209 (1)	3,054 (12)	..	75 (1)	576 (2)	444 (4)
(c) Tea Factories	317 (1)	50,956 (601)	46 (1)	715 (3)	..	9,714 (122)	5,642 (102)	220 (7)
(d) Coffee Curing Works	13 (1)	..	..	92 (2)	..	883 (5)	1,218 (12)	481 (7)
(e) Cashew Nut Industry	618 (21)	..	..	842 (4)	..	59,762 (158)	118 (6)	..
(f) Starch	227 (10)	..	..	149 (4)	..	327 (3)	1,228 (1)	..
(g) Cold Storage .. ..	..	..	421 (17)	115 (5)	28 (1)	..	..	18 (1)
(h) Salt Refineries	5 (1)	..	..	3,160 (45)	..	256 (6)	250 (10)	..
(i) Others	2,194 (121)	..	2 (2)	2,011 (33)	..	303 (15)	700 (42)	..
Total	42,001 (1,409)	59,841 (817)	35,892 (2,538)	60,511 (1,908)	398 (5)	70,330 (431)	31,966 (1,398)	4,525 (150)

N.B.—Estimated employment figures for 452 working factories in Mysore, 7 in Rajasthan and 2 each in Kerala & Jammu and Kashmir are not available.
L/E345De12B—29(c)

205. Manufacture of Grain Mill Products—										
(a) Flour Mills										
..	1,317	269	1,332	1,497	..	536	..	2	18	12,080
	(26)	(21)	(22)	(18)		(7)		(1)	(1)	(1,781)
3,569	503	203	2,340	20,785	..	..	..	216	..	78,061
(86)	(39)	(6)	(82)	(391)				(33)		(3,350)
..	135	150	1,454	86	..	25	..	..	..	7,312
	(15)	(5)	(83)	(2)		(2)				(404)
7	165	202	273	1,921	..	250	..	..	..	6,781
(1)	(2)	(5)	(5)	(34)		(7)				(215)
206. Manufacture of Bakery Products										
177	1,957	1,105	54,922	328	..	..	37	..	..	1,03,720
(1)	(4)	(6)	(145)	(1)			(1)			(237)
..	..	..	380	..	..	..	..	..	..	15,483
			(9)	131						(836)
			136	(3)						2,185
			(3)							(86)
208. Manufacture of Sugar Confectionery, Cacao and Chocolate.										
209. Manufacture of Miscellaneous Food Preparations—										
(a) Manufacture of Edible Oils (other than hydrogenated Oils).										
62	1,275	1,585	6,271	2,384	..	203	..	61	..	57,985
(3)	(55)	(37)	(104)	(62)		(9)		(11)		(2,016)
..	109	..	1,186	1,051	..	309	..	..	..	7,142
	(1)		(4)	(7)		(2)				(36)
..	382	..	1,120	27,063	..	..	60	..	1,462	1,03,697
	(18)		(15)	(281)			(1)		(36)	(1,187)
..	..	..	..	..	..	..	..	..	..	2,687
										(27)
..	..	..	..	..	..	..	..	..	..	61,340
										(189)
..	448	..	..	83	..	..	..	..	..	2,590
	(2)			(3)						(104)
..	121	32	504	181	..	126	..	..	..	1,618
	(7)	(2)	(23)	(5)		(7)				(67)
..	38	..	..	..	..	51	..	..	..	3,766
	(3)					(2)				(67)
..	..	..	..	133	..	..	..	..	..	5,403
				(3)						(216)
Total										
3,815	6,549	3,589	69,887	55,948	..	2,005	97	279	1,480	4,76,548
(91)	(178)	(83)	(513)	(821)		(43)	(2)	(45)	(37)	(10,979)

TABLE NO. I—contd.

1	2	3	4	5	6	7	8	9	10
21 Beverages—									
211. Distilling, Rectifying and Blending of Spirit —	246 (1)	172 (1)	378 (7)	210 (4)	..	..	502 (14)	..	..
212. Wine Industries ..	..	..	..	..	..	..	..	..	201 (3)
213. Breweries and incidental Processes including Malt ..	..	..	..	..	..	..	..	7 (1)	..
214. Soft Drinks and Carbonated Water Industries—	33 (3)	..	..	87 (6)	..	..	..	405 (33)	..
(a) Soft Drinks ..	54 (5)	..	..	706 (20)	..	..	..	..	..
(b) Carbonated Water Industries ..	333 (12)	172 (1)	378 (7)	1,003 (30)	..	..	502 (14)	502 (34)	201 (3)
Total ..									
22 Tobacco—									
220. Tobacco Manufactures—									
(a) Bidi ..	8,304 (183)	..	0,971 (982)	39,218 (453)	..	2,813 (88)	18,458 (200)	8,466 (222)	726 (57)
(b) Cigar ..	303 (15)	..	..	..	..	225 (7)	..	2,716 (79)	..
(c) Cigarette ..	1,944 (5)	..	2,016 (1)	1,517 (6)	..	..	..	..	1,597 (1)
(d) Snuff ..	..	..	..	437 (12)	..	..	..	474 (14)	..
(e) Jerda Factories ..	..	..	..	4,000 (133)	..	..	..	..	..
(f) Others ..	65,101 (444)	..	52 (8)	39 (1)	..	..	..	1,775 (36)	372 (1)
Total ..	75,712 (617)	..	12,039 (391)	46,171 (605)	..	3,008 (73)	18,458 (200)	13,421 (351)	2,695 (59)

23 Textiles—		10,201 (38)	102 (1)	1,261 (6)	4,79,329 (806)	..	19,640 (182)	40,796 (27)	1,03,406 (202)	19,401 (65)
231. Spinning, Weaving and Finishing of Textiles—										
(a) Cotton Mills		..	..	..	..	..	..	..	..	..
(b) Jute Mills		6,574 (4)	..	6,014 (3)	..	..	..	876 (1)	..	..
(c) Silk Mills		1,062 (16)	..	551 (11)	42,013 (747)	3,070 (16)	..	867 (5)	792 (34)	5,055 (180)
(d) Woollen Mills		..	..	706 (1)	4,408 (10)	462 (1)	..	42 (2)	246 (10)	94 (5)
(e) Lace Mills		..	..	..	601 (27)	..	..	..	26 (1)	..
(f) Carpet Weaving		41 (3)	..	..	49 (2)	150 (1)	..	408 (4)	900 (39)	45 (2)
232. Knitting Mills		101 (3)	4 (1)	107 (13)	1,789 (47)	..	517 (10)	678 (22)	2,401 (118)	77 (2)
233. Cordage, Rope and Twine Industries		72 (3)	..	..	1,065 (35)	..	..	..	80 (6)	.. (1)
239. Manufacture of Textiles not elsewhere Classified—		..	..	..	..	..	17,200 (116)	..	..	..
(a) Coir Factories		..	..	..	..	..	..	..	..	..
(b) Artificial Leather and Oil Cloth		..	..	..	631 (2)	..	..	..	12 (1)	59 (2)
(c) Others		915 (8)	..	90 (4)	4,029 (110)	..	1,500 (1)	809 (2)	9,083 (317)	.. (1)
Total		19,866 (75)	106 (2)	8,729 (38)	5,31,814 (1,789)	3,683 (18)	38,857 (300)	53,476 (63)	1,16,946 (728)	24,731 (258)

TABLE NO. I—contd.

1	11	12	13	14	15	16	17	18	19	20	21
21 Beverages—											
211. Distilling, Rectifying and Blending of Spirits	52 (3)	578 (3)	170 (3)	1,314 (13)	619 (4)	..	..	50 (1)	..	..	4,381 (57)
212. Wine Industries	..	..	..	116 (1)	..	..	..	..	..	..	116 (1)
213. Breweries and Incidental Processes including Malt	..	..	..	..	..	..	..	224 (3)	..	..	425 (6)
214. Soft Drinks and Carbonated Water Industries—											
(a) Soft Drinks	..	16 (2)	..	34 (1)	6 (1)	..	..	..	..	..	183 (14)
(b) Carbonated Water Industries	..	6 (1)	..	..	417 (10)	..	153 (4)	..	..	..	1,831 (79)
Total	52 (3)	600 (6)	170 (3)	1,494 (16)	1,042 (15)	..	153 (4)	274 (4)	..	..	6,936 (157)
22 Tobacco—											
220. Tobacco Manufactures—											
(a) Bidi	1,609 (42)	..	765 (3)	60 (2)	2,591 (38)	..	..	..	..	143 (5)	93,364 (1,717)
(b) Cigar	..	..	..	..	..	..	..	..	..	..	3,211 (101)
(c) Cigarette	..	..	..	2,083 (1)	1,486 (3)	..	..	..	..	..	10,643 (31)
(d) Snuff	..	..	..	31 (1)	..	..	..	..	..	..	942 (13)
(e) Jerdia Factories	..	..	..	237 (4)	94 (1)	..	..	..	..	..	5,381 (138)
(f) Others	127 (3)	..	..	224 (4)	..	..	..	..	..	..	67,690 (467)
Total	1,706 (45)	..	765 (6)	2,635 (12)	4,171 (40)	..	..	..	..	143 (5)	1,81,064 (2,407)

23 Textiles—		5,024 (10)	8,800 (140)	9,432 (14)	56,700 (40)	42,709 (49)	..	10,297 (14)	..	..	..	8,22,308 (1,905)
231. Spinning, Weaving and Finishing of Textiles—												
(a) Cotton Mills		..	..	..	..	..	..	..	..	..	..	2,73,308 (112)
(b) Jute Mills ..		..	..	..	..	..	..	..	..	..	..	64,517 (1,241)
(c) Silk Mills ..		..	8,333 (212)	50 (1)	350 (8)	1,223 (7)	..	251 (4)	..	..	..	15,153 (87)
(d) Woollen Mills		..	4,886 (45)	..	2,764 (7)	1,485 (4)	..	60 (2)	..	..	..	1,751 (54)
(e) Lace Mills ..		..	848 (11)	20 (1)	102 (6)	32 (2)	..	122 (6)	..	..	..	3,101 (59)
(f) Carpet Weaving		..	629 (3)	..	969 (8)	..	..	..	..	..	..	13,005 (344)
232. Knitting Mills		..	2,470 (110)	2,682 (9)	808 (15)	1,724 (61)	..	465 (25)	..	..	..	3,879 (177)
233. Cordage, Rope and Twine Industries		101 (3)	..	..	..	2,107 (9)	..	454 (21)	..	..	..	17,200 (116)
239. Manufacture of Textiles not elsewhere Classified—		..	..	..	..	..	..	..	..	..	..	702 (5)
(a) Coir Factories		..	..	..	..	..	..	..	..	..	..	23,063 (529)
(b) Artificial Leather and Oil Cloth		..	..	..	..	..	..	..	..	..	..	12,30,067 (4,329)
(c) Others ..		..	1,772 (39)	107 (5)	802 (10)	2,646 (20)	..	410 (12)	..	..	..	..
Total		5,207 (17)	27,798 (560)	12,291 (30)	68,857 (106)	3,05,648 (252)	..	18,059 (84)	..	..	..	..

TABLE NO. I—contd.

1	2	3	4	5	6	7	8	9	10
24 Footwear, Other Wearing Apparel and Made-up Textile Goods—									
241. Manufacture of Boots and Shoes (except Rubber Foot-wear)	87 (6)	..	632 (2)	126 (6)	..	..	50 (1)	768 (2)	..
242. Repair of Boots and Shoes (except Rubber Footwear)	..	..	..	25 (1)	..	..	..	..	..
243. Manufacture of Wearing Apparel (except Footwear)	290 (15)	..	757 (1)	1,488 (20)	..	..	..	671 (23)	782 (12)
(a) Clothing ..	..	..	..	203	..	1,361 (15)	215 (6)	198 (10)	..
(b) Umbrellas ..	..	..	..	19	..	..	..	53 (2)	..
(c) Others ..	32 (1)	..	..	2 (2)	..	..	..	30 (1)	..
244. Manufacture of Made-up Textile Goods, except Wearing Apparel	..	..	40 (1)	338 (9)	..	..	..	..	..
Total	349 (22)	..	1,449 (4)	2,199 (53)	..	1,361 (15)	265 (7)	1,720 (38)	782 (12)
25 Wood and Cork except Furniture—									
250. Manufacture of Wood and Cork except Manufacture of Furniture—									
(a) Saw Mills ..	938 (87)	1,553 (77)	1,106 (140)	3,030 (180)	34 (2)	3,910 (72)	1,751 (85)	175 (11)	563 (49)
(b) Manufacture of Plywood ..	..	2,079 (17)	30 (1)	33 (1)	..	1,168 (16)	..	..	276 (4)
(c) Joinery and General Wood-working	..	..	170 (3)	613 (20)	150 (1)	..	40 (2)	77 (2)	..
(d) Boxes and Packing Cases	18 (1)	..	..	610 (16)	..	216 (8)	136 (1)	..	..
(e) Others ..	24 (2)	..	35 (3)	3,606 (82)	..	3,672 (57)	50 (1)	202 (7)	..
Total	980 (90)	3,634 (94)	1,341 (156)	8,485 (308)	184 (3)	8,064 (153)	1,977 (89)	544 (20)	838 (53)

26 Furniture and Fixtures—									
26C. Manufacture of Furniture and Fixtures—									
(a) Wooden	2,552 (34)	20	208 (7)	1,014 (49)	..	1,044, (14)	270 (6)	1,363 (21)	234 (12)
(b) Metal .. ..	..	..	..	1,283 (16)	..	..	..	..	113 (2)
(c) Others .. ..	..	..	..	10 (1)	..	..	..	35 (1)	..
Total ..	2,552 (34)	20 (1)	208 (7)	2,907 (66)	..	1,044 (14)	270 (6)	1,398 (22)	347 (14)
27 Paper and Paper Products—									
27L. Pulp, Paper and Paper Board Mills—									
(a) Pulp .. ..	..	..	1,054 (1)	..	..	..	..	..	..
(b) Paper	1,690 (2)	..	1,687 (1)	2,149 (12)	29 (1)	873 (1)	34 (1)	66 (2)	1,199 (1)
(c) Paper Board and Strawboard .. ..	..	..	..	1,862 (9)	..	..	570 (2)	38 (2)	..
(d) Others	57 (1)	..	90 (1)	2,077 (88)	..	..	..	102 (6)	15 (1)
Total ..	1,747 (3)	..	2,831 (3)	6,088 (89)	29 (1)	873 (1)	694 (3)	206 (9)	1,214 (2)

TABLE NO. I—contd.

1	11	12	13	14	15	16	17	18	19	20	21
24 Footwear, Other Wearing Apparel and Made-up textile Goods—											
241. Manufacture of Boots and Shoes (except Rubber Foot-wear)	..	304 (2)	..	3,050 (30)	16 (1)	..	110 (6)	..	..	..	5,223 (56)
242. Repair of Boots and Shoes.	..	..	..	..	30 (1)	..	.. (1)	..	..	..	77 (3)
243. Manufacture of Wearing Apparel (except Footwear)	..	..	..	..	..	..	..	..	..	..	..
(a) Clothing .. ..	..	257 (5)	..	3,555 (4)	61 (2)	..	635 (12)	..	..	..	8,436 (103)
(b) Umbrellas .. ..	..	..	..	..	701 (18)	..	..	..	..	..	2,678 (55)
(c) Others .. ..	..	..	..	..	..	..	..	..	..	..	104 (6)
244. Manufacture of Made-up Textile Goods, except Wearing Apparel	..	17 (1)	..	..	139 (4)	..	..	..	..	..	564 (16)
Total	..	638 (8)	..	6,005 (31)	930 (26)	..	758 (19)	..	..	..	17,082 (238)
25 Wood and Cork except Furniture—											
250. Manufacture of Wood and Cork except Manufacture of Furniture—											
(a) Saw Mills	1,033 (72)	904 (32)	72 (4)	256 (10)	1,503 (42)	3,363 (3)	224 (2)	..	5 (1)	23 (3)	21,174 (800)
(b) Manufacture of Plywood	..	..	..	538 (3)	1,911 (33)	..	..	..	..	..	6,032 (76)
(c) Joinery and General Woodworking.	..	110 (8)	..	133 (4)	428 (7)	..	107 (5)	..	..	..	1,828 (52)
(d) Boxes and Packing Cases	..	15 (1)	15 (1)	..	949 (14)	..	..	..	..	..	1,989 (42)
(e) Others .. ..	..	38 (3)	50 (1)	652 (6)	684 (10)	111 (1)	96 (5)	..	..	..	9,201 (181)
Total	1,033 (72)	1,127 (44)	137 (6)	1,670 (23)	5,475 (112)	3,474 (4)	427 (12)	..	5 (1)	23 (3)	40,227 (1,213)

[illegible]

TABLE NO. I—*contd.*

1	2	3	4	5	6	7	8	9	10
23 Printing, Publishing and Allied Industries— 280. Printing, Bookbinding, etc.— (a) Letterpress and Lithographic Printing and Bookbinding.	2,806 (161)	687 (18)	4,483 (311)	27,112 (623)	255 (4)	3,041 (69)	2,006 (46)	13,515 (100)	412 (41)
(b) Other Printing, Including Photography.	30 (2)	..	..	775 (22)	..	..	..	416 (9)	.. (1)
Total ..	2,936 (163)	687 (18)	4,483 (311)	28,217 (645)	255 (4)	3,041 (69)	2,006 (46)	13,961 (418)	412 (42)
20 Leather and Leather Products, (except Footwear)— 291. Tanneries and Leather Finishing.	1,503 (53)	..	209 (2)	937 (24)	..	..	45 (2)	9,153 (219)	92 (4)
292. Manufacture of Leather Products Except Footwear and other Wearing Apparel	..	..	..	560 (28)	..	..	64 (1)	224 (6)	69 (2)
Total ..	1,503 (53)	..	209 (2)	1,497 (52)	..	..	109 (3)	9,377 (255)	161 (6)
30 Rubber and Rubber Products— 300. Manufacture of Rubber and Rubber Products— (a) Tyres	41 (4)	..	..	1,317 (4)	..	..	20 (1)	143 (5)	18 (2)
(b) Rubber Foot-wear ..	..	..	..	611 (3)	..	..	..	..	..
(c) Others .. ..	..	..	..	3,805 (64)	..	2,403 (56)	151 (1)	344 (5)	36 (1)
Total ..	41 (4)	..	..	5,823 (71)	..	2,403 (56)	174 (2)	487 (10)	54 (3)

31 Chemicals and Chemical Products—									
311. Basic Chemicals, including Fertilisers—									
(a) Artificial Manures ..	292 (11)	..	3,820 (1)	514 (15)	..	1,112 (1)	200 (0)	536 (15)	.. (1)
(b) Heavy Chemicals ..	337 (3)	..	314 (5)	4,572 (27)	..	250 (1)	..	1,921 (2)	..
(c) Turpentine and Rosin ..	..	..	..	..	88 (1)	..	..	..	..
(d) Indigo ..	..	..	..	..	..	..	..	..	..
(e) Plastic Materials ..	..	..	..	100 (5)	..	..	..	26 (1)	..
(f) Others ..	16 (1)	..	8 (1)	1,913 (12)	..	319 (3)	..	35 (2)	210 (8)
312. Vegetables and Animal Oils & Fats (except Edible Oils).	112 (3)	..	..	49 (4)	..	100 (1)	141 (1)	73 (2)	..
313. Manufacture of Miscellaneous Chemical Products—									
(a) Fine and Pharmaceutical Chemicals	518 (18)	..	413 (0)	6,917 (80)	152 (1)	345 (4)	150 (3)	1,069 (17)	391 (7)
(b) Lvs (including Shellac)	..	..	3,070 (70)	542 (16)	..	..	1,383 (24)	..	..
(c) Matches ..	33 (2)	1,054 (2)	52 (1)	2,005 (5)	100 (1)	2,361 (17)	100 (2)	14,372 (119)	233 (5)
(d) Paints, Colours and Varnishes	180 (8)	..	126 (3)	2,825 (53)	..	..	291 (8)	291 (2)	56 (2)
(e) Soap ..	40 (3)	..	98 (5)	4,116 (28)	..	58 (1)	75 (3)	462 (17)	387 (11)
(f) Others ..	117 (7)	..	..	5,863 (79)	..	245 (3)	3,180 (38)	1,003 (21)	2,193 (57)
Total ..	1,075 (50)	1,054 (2)	7,991 (98)	29,566 (324)	340 (3)	4,790 (31)	5,523 (85)	19,791 (198)	3,470 (91)

TABLE NO. I—contd.

1	11	12	13	14	15	16	17	18	19	20	21
28 Printing, Publishing and Allied Industries—											
280. Printing, Bookbinding, etc.—											
(a) Letterpress and Lithographic Printing and Bookbinding.	1,065 (19)	2,587 (75)	1,333 (38)	9,352 (190)	12,590 (214)	..	4,673 (104)	..	..	35 (1)	86,492 (2,323)
(b) Other Printing, Including Photography.	..	..	..	550 (6)	700 (13)	..	..	..	..	..	2,441 (52)
Total	1,065 (19)	2,587 (75)	1,333 (38)	9,872 (195)	13,290 (227)	..	4,673 (104)	..	..	35 (1)	88,933 (2,375)
29 Leather and Leather Products (except Footwear)—											
291. Tanneries and Leather Finishing.	172 (4)	341 (2)	..	3,032 (30)	811 (60)	..	20 (1)	..	..	..	16,465 (437)
292. Manufacture of Leather Products Except Footwear and Other Wearing Apparel.	..	10 (1)	..	3,896 (5)	142 (4)	..	13 (1)	..	..	..	4,978 (18)
Total	172 (4)	351 (3)	..	6,928 (35)	953 (70)	..	33 (2)	..	..	..	21,443 (495)
30 Rubber and Rubber Products—											
300. Manufacture of Rubber and Rubber Products—											
(a) Tyres	..	..	50 (1)	..	4,026 (2)	..	..	..	..	..	5,015 (19)
(b) Rubber Foot-wear	..	..	..	15 (1)	11,830 (114)	..	..	..	..	..	12,465 (18)
(c) Others	..	535 (27)	..	35 (1)	3,918 (15)	..	318 (11)	..	..	..	11,598 (181)
Total	..	535 (27)	50 (1)	50 (2)	19,883 (31)	..	318 (11)	..	..	..	29,078 (218)

21 Chemicals and Chemical Products—										
311. Basic Chemicals, including Fertilizers—										
(a) Artificial Manures ..	..	..	63 (1)	1,725 (15)	..	12 (1)	..	..	..	8,304 (67)
(b) Heavy Chemicals ..	..	218 (1)	381 (4)	1,944 (10)	..	1,004 (3)	..	..	..	11,274 (57)
(c) Turpentine and Rosin ..	..	68 (3)	424 (1)	..	..	..	72 (1)	..	..	652 (8)
(d) Indigo ..	..	..	..	133 (1)	..	..	..	..	..	133 (1)
(e) Plastic Materials ..	..	..	..	27 (1)	..	..	..	..	..	213 (7)
(f) Others ..	..	142 (13)	704 (4)	98 (3)	..	..	..	..	..	3,473 (47)
312. Vegetables and Animal Oils & Fats (except Edible Oils).	..	..	..	298 (4)	..	..	..	..	..	773 (15)
319. Manufacture of Miscellaneous Chemical Products—										
(a) Fins and Pharmaceutical Chemicals.	60 (1)	149 (5)	1,298 (25)	0,839 (16)	..	336 (8)	..	..	..	18,780 (224)
(b) Lac (including Shellac) ..	35 (1)	..	275 (6)	2,396 (23)	..	..	..	..	..	7,701 (146)
(c) Matches ..	..	84 (4)	1,424 (1)	2,329 (4)	..	87 (2)	..	..	..	24,234 (165)
(d) Paints, Colours and Varnishes	..	42 (3)	191 (3)	2,950 (30)	..	159 (6)	..	..	..	7,117 (118)
(e) Soap ..	24 (1)	120 (8)	197 (3)	1,409 (18)	..	35 (3)	..	..	..	7,151 (102)
(f) Others ..	..	53 (1)	141 (4)	1,064 (17)	..	340 (9)	..	..	..	14,282 (238)
Total ..	119 (3)	876 (40)	5,301 (32)	21,212 (172)	..	1,973 (32)	72 (1)	..	..	1,04,089 (1,195)

TABLE NO. I—contd.

1	2	3	4	5	6	7	8	9	10
2 Products of Petroleum and Coal—									
321. Petroleum Refineries, etc.—	150	1,400	..	2,329	..	1,313	125	1,289	..
(a) Petroleum ..	(9)	(1)	..	(2)	..	(6)	(7)	(6)	..
(b) Kerosene ..	21	..	..	..	..	..	..	56	..
	(1)	..	..	..	..	..	..	(2)	..
(c) Kerosene Pumps, Filling and Storage.	..	..	..	1,807	..	..	..	..	..
	..	..	..	(5)	..	..	..	..	..
(d) Petroleum Pumping, Filling and Storage.	..	68	131	1,508	..	33	..	58	81
	..	(7)	(7)	(39)	..	(2)	..	(5)	(6)
322. Coke Ovens ..	..	..	1,557	..	..	..	..	..	..
	..	..	(6)	..	..	..	..	..	..
329. Manufacture of Miscellaneous Products of Petroleum and Coal.	..	..	482	731	..	..	..	..	..
	..	..	(1)	(7)	..	..	..	..	..
Total ..	171	1,468	2,180	6,375	..	1,346	125	1,403	81
	(10)	(8)	(13)	(53)	..	(8)	(7)	(13)	(6)
33 Non-metallic Mineral Products (except Products of Petroleum and Coal)—									
331. Manufacture of Structural Clay Products—									
(a) Bricks and Tiles ..	475	121	6,465	10,408	..	12,018	773	508	537
	(15)	(1)	(12)	(175)	..	(120)	(14)	(11)	(22)
(b) Others ..	55	..	55	886	..	..	..	522	..
	(3)	..	(4)	(18)	..	..	..	(6)	..
332. Manufacture of Glass and Glass Products (excepting Optical Lenses)	884	..	1,411	7,057	..	359	280	701	256
	(31)	..	(5)	(30)	..	(1)	(2)	(6)	(5)

333. Manufacture of Pottery, China and Earthenware	599 (13)	..	..	3,580 (22)	..	3,072 (6)	..	369 (2)
334. Manufacture of Cement	1,681 (2)	..	4,849 (7)	3,283 (6)	..	2,661 (2)	2,384 (3)	12 (1)
339. Manufacture of Non-metallic Mineral Products not elsewhere Classified—								
(a) Stone Dressing and Crushing ..	268 (12)	10 (1)	877 (15)	3,482 (126)	..	754 (16)	9 (1)	163 (4)
(b) Asbestos Products ..	420 (1)	..	167 (1)	1,116 (1)	..	857 (1)	581 (1)	..
(c) Mica Factories ..	1,469 (43)	..	12,041 (141)	20 (1)	..	..	..	20 (1)
(d) Others ..	1,275 (55)	..	511 (17)	1,969 (46)	..	2,168 (35)	270 (9)	..
Total	7,124 (147)	131 (2)	26,245 (204)	32,051 (434)	..	10,570 (75)	4,978 (37)	1,387 (35)
34 Basic Metal Industries— 341. Ferrous—								
(a) Manufacture of Iron and Steel	..	..	22,530 (1)	276 (6)	..	..	..	5,104 (1)
(b) Rolling into Basic Forms ..	..	..	5,116 (2)	1,640 (17)	..	142 (4)	581 (2)	.. (1)
(c) Tube Making and Wire Drawing	..	..	2,004 (2)	1,127 (9)	..	..	..	..
(d) Rough Castings ..	208 (9)	..	2,614 (1)	2,798 (51)	..	80 (2)	330 (19)	46 (1)
(e) Forgings ..	..	..	..	145 (6)	..	..	226 (1)	48 (1)
(f) Others ..	..	..	8 (2)	354 (4)	..	..	78 (2)	..

TABLE NO. I—contd.

1	11	12	13	14	15	16	17	18	19	20	21
32 Products of Petroleum and Coal— 321. Petroleum Refineries, etc.— (a) Petroleum	14 (1)	7 (1)	..	..	11 (1)	..	..	..	6,638 (34)
(b) Kerosene	40 (1)	..	..	..	..	..	..	117 (4)
(c) Kerosene Pumping, Filling and Storage	32 (2)	..	..	2,163 (6)	..	..	..	..	..	4,002 (13)
(d) Petroleum Pumping, Filling and Storage	62 (5)	..	..	688 (8)	..	263 (8)	..	..	..	2,892 (87)
322. Coko Ovens	1,567 (5)
329. Manufacture of Miscellaneous Products of Petroleum and Coal	217 (5)	..	..	..	..	..	1,130 (13)
Total	94 (7)	14 (1)	47 (2)	3,068 (19)	..	271 (9)	..	..	..	16,046 (156)
73 Non-metallic Mineral Products (except Products of Petroleum and Coal) — 331. Manufacture of Structural Clay Products— (a) Bricks and Tiles	861 (9)	..	179 (5)	..	..	..	32,948 (384)
(b) Others	238 (3)	278 (9)	..	57 (2)	891 (3)	..	117 (1)	..	..	..	3,102 (49)
332. Manufacture of Glass and Glasses Products (excepting Optical Lenses)	710 (2)	593 (8)	325 (1)	12,857 (145)	8,016 (31)	..	122 (2)	..	..	..	33,592 (247)

333. Manufacture of Pottery, China and Earthenware	442 (2)	81 (2)	..	122 (4)	4,092 (17)	..	931 (11)	..	..	11,972 (81)
334. Manufacture of Cement	1,047 (1)	1,096 (2)	3,222 (2)	564 (1)	..	..	..	..	..	22,345 (20)
339. Manufacture of Non-metallic Mineral Products not elsewhere Classified—										
(a) Stone Dressing and Crushing	..	36 (4)	822 (20)	198 (8)	300 (7)	..	36 (3)	..	..	6,753 (216)
(b) Asbestos Products	..	..	..	..	635 (1)	..	..	..	..	3,779 (9)
(c) Mica Factories	..	..	20 (1)	..	..	..	..	..	..	13,570 (187)
(d) Others	..	18 (2)	..	520 (13)	747 (12)	..	..	5 (1)	..	7,514 (191)
Total	3,068 (9)	2,612 (27)	4,389 (24)	14,318 (173)	16,148 (80)	..	1,445 (22)	..	..	1,37,785 (1,393)
34 Basic Metal Industries—										
341. Ferrous—										
(a) Manufacture of Iron and Steel	..	20 (1)	..	11 (1)	23,090 (3)	..	..	..	..	51,620 (13)
(b) Rolling into Basic Forms	149 (1)	2,580 (63)	800 (3)	2,800 (20)	6,093 (29)	..	315 (5)	..	..	20,238 (147)
(c) Tube Making and Wire Drawing	358 (1)	235 (8)	..	62 (3)	624 (21)	..	15 (1)	..	..	4,425 (45)
(d) Rough Castings	127 (1)	249 (17)	..	1,403 (53)	12,751 (94)	..	773 (32)	..	..	21,379 (280)
(e) Forgings	..	..	500 (1)	..	..	..	63 (2)	..	..	991 (12)
(f) Others	..	10 (1)	..	54 (2)	871 (11)	..	..	..	..	1,375 (22)

TABLE NO. I—*contd.*

1	2	3	4	5	6	7	8	9	10
Do to Metal Industries— <i>concl'd.</i> 342. Non-ferrous—									
(a) Smelting and Refining of Metals	..	..	2,114 (3)	819 (14)	..	395 (1)	..	70 (2)	..
(b) Rolling into Basic Forms	17 (1)	14 (1)	..	1,339 (31)	..	..	35 (2)	107 (3)	..
(c) Tube Making and Wire Drawing	..	..	..	369 (15)	..	..	..	5 (1)	102 (8)
(d) Rough Castings	..	..	..	970 (39)	..	500 (1)	..	..	..
(e) Forgings	39 (3)	..	..	12 (1)	..	..	..	..	..
(f) Others	..	..	..	729 (35)	..	..	..	216 (6)	..
Total	204 (13)	14 (1)	31,376 (11)	10,577 (218)	..	901 (3)	237 (8)	1,616 (36)	5,360 (12)
35 Metal Products (except Machinery and Transport Equipment)— 350. Manufacture of Metal Products (Except Machinery and Transport Equipment)—									
(a) Metal containers and Steel Trunks	2,238 (120)	748 (0)	260 (11)	9,787 (298)	..	530 (11)	837 (31)	2,476 (56)	115 (2)
(b) Cutlery, Locks, etc.	..	..	48 (1)	558 (21)	..	323 (5)	65 (2)	77 (5)	..
(c) Bolts, Nuts, Nails, Springs, Chains, etc.	35 (1)	..	79 (3)	2,196 (50)	..	..	..	186 (3)	..
(d) Metal Galvanizing, Tinning, Plating, Lacquering, Japanning, Polishing, etc.	..	..	26 (9)	1,371 (63)	..	..	..	411 (20)	..

(e) Type Founding	..	12 (1)	..	..	192 (11)	..	3 (1)	..	737 (20)	40 (3)
(f) Welding	..	..	..	2 (1)	441 (17)	..	..	..	50 (3)	..
(g) Safes and Vaults	..	1,016 (3)	..	37 (2)	4,036 (33)	..	..	..	44 (4)	17 (2)
(h) Others	..	489 (11)	..	3,400 (22)	5,538 (163)	46 (2)	70 (2)	..	539 (20)	..
Total	..	3,790 (112)	718 (6)	3,861 (19)	24,119 (596)	46 (2)	926 (19)	1,002 (33)	4,520 (131)	172 (10)
30 Machinery (except Electrical Machinery)—										
360. Manufacture of Machinery (except Electrical Machinery)—										
(a) Hydraulic, Ventilating and Pneumatic Engineering	..	..	..	..	316 (5)	..	..	20 (1)	..	12 (2)
(b) Prime Movers and Boilers	..	..	..	..	1,157 (10)	..	..	..	..	..
(c) Agricultural Implements	..	57 (3)	..	..	1,259 (17)	..	1,007 (3)	50 (1)	2,504 (23)	697 (11)
(d) Machine Tools, Wood-Working Machinery and Other Tools	..	905 (1)	..	..	1,339 (21)	..	95 (2)	1,835 (23)	242 (3)	2,191 (2)
(e) Textile Machinery and Accessories	..	212 (1)	..	..	7,503 (135)	..	..	1,124 (2)	2,195 (7)	..
(f) General and Jobbing Engineering	..	7,112 (123)	1,682 (29)	5,634 (70)	10,149 (329)	..	3,143 (20)	1,021 (12)	6,171 (149)	697 (31)
(g) Others	..	147 (6)	..	5,026 (110)	3,889 (60)	..	..	..	96 (5)	21 (3)
Total	..	8,493 (134)	1,682 (29)	10,660 (180)	31,612 (570)	..	4,305 (34)	4,050 (39)	11,511 (197)	3,621 (52)

TABLE NO. I—contd.

1	11	12	13	14	15	16	17	18	19	20	21
Basic Metal I dust is— <i>concl'd.</i> 342. Non-ferrous—											
(a) Smelting and Refining of Metals	..	..	..	..	1,980 (7)	..	..	..	..	..	5,297 (27)
(b) Rolling into Basic Forms	..	303 (19)	55 (2)	258 (10)	1,155 (6)	..	..	..	..	..	3,283 (75)
(c) Tube Making and Wire Drawing	..	..	..	38 (2)	371 (9)	..	..	..	..	..	885 (32)
(d) Rough Castings	..	..	..	108 (4)	46 (3)	..	..	..	..	..	1,024 (37)
(e) Forgings	..	..	..	..	..	..	..	..	..	..	51 (4)
(f) Others	..	..	207 (2)	250 (8)	240 (6)	..	..	..	..	..	1,072 (37)
Total	634 (3)	3,397 (109)	1,502 (8)	5,023 (103)	47,730 (186)	..	1,166 (40)	..	..	..	1,12,820 (751)
35 Metal Products (except Machinery and Transport Equipment)—											
350. Manufacture of Metal Products (except Machinery and Transport Equipment)—											
(a) Metal Containers and Steel Trunks	35 (2)	2,219 (68)	106 (3)	1,303 (28)	7,222 (100)	..	1,031 (39)	..	..	..	29,075 (713)
(b) Cutlery, Locks, etc.	..	106 (6)	..	356 (16)	633 (9)	..	279 (8)	..	..	..	2,450 (68)
(c) Bolts, Nuts, Nails, Springs, Chains, etc.	38 (1)	1,270 (17)	..	66 (2)	6,878 (52)	..	233 (9)	..	..	..	10,701 (141)

(d) Metal Galvanizing, Tinning, Plating, Lacquering, Japaning, Polishing, etc.	..	654 (27)	455 (7)	580 (16)	1,143 (6)	..	29 (1)	..	..	4,669 (149)
(e) Type Founding	17 (1)	..	..	8 (1)	101 (6)	..	80 (4)	..	..	1,280 (48)
(f) Welding .. ..	..	..	..	31 (1)	587 (4)	..	..	..	..	1,111 (26)
(g) Safes and Vaults .. ..	..	28 (2)	23 (1)	153 (4)	81 (2)	..	124 (4)	..	..	5,559 (67)
(h) Others	68 (1)	1,431 (34)	671 (4)	473 (18)	8,990 (235)	..	1,176 (29)	..	..	22,891 (517)
Total	138 (6)	5,738 (153)	1,255 (15)	2,961 (85)	25,425 (411)	..	3,002 (94)	..	..	77,726 (1,751)
30 Machinery (except Electrical Machinery)—										
360. Manufacture of Machinery (except Electrical Machinery)—										
(a) Hydraulic, Ventilating and Pneumatic Engineering	..	52 (3)	..	..	319 (4)	..	..	..	..	710 (15)
(b) Prime Movers and Boilers	..	274 (4)	..	..	1,079 (3)	..	..	..	..	2,510 (17)
(c) Agricultural Implements	11 (2)	2,874 (149)	..	2,309 (48)	339 (6)	..	228 (5)	..	..	11,769 (269)
(d) Machine Tools, Wood-Working Machinery and Other Tools	..	2,045 (98)	..	46 (3)	820 (14)	..	943 (32)	..	..	10,521 (202)
(e) Textile Machinery and Accessories	..	269 (13)	..	42 (1)	2,697 (8)	..	..	..	..	14,342 (170)
(f) General and Jobbing Engineering	1,623 (11)	3,733 (139)	340 (6)	6,027 (109)	18,761 (84)	302 (1)	2,763 (74)	125 (2)	9	75,295 (1,198)
(g) Others .. ..	..	1,512 (32)	85 (3)	610 (9)	7,028 (51)	..	156 (1)	15 (1)	..	19,188 (284)
Total	1,634 (13)	10,759 (438)	425 (9)	9,634 (170)	31,043 (173)	302 (1)	4,000 (112)	514 (3)	9 (2)	1,34,341 (2,155)

TABLE NO. I—contd.

1	2	3	4	5	6	7	8	9	10
37 Electrical Machinery, Apparatus, Appliances and Supplies—									
370. (a) Electrical Machinery ..	..	..	..	2,176 (13)	..	..	..	1,387 (3)	727 (2)
(b) Telegraph and Telephone Work-shops	..	..	..	1,507 (5)	..	..	1,568 (2)	470 (3)	1,788 (1)
(c) Electric Lamps (Other than Glass Bulb Making)	..	..	100 (1)	92 (4)	..	..	..	..	132 (1)
(d) Electric Fans, Radiators and Other Accessories ..	25 (1)	..	..	1,086 (15)	..	..	..	..	..
(e) Storage Batteries ..	..	..	..	1,631 (12)	..	..	..	177 (4)	..
(f) Radio and Phonographs ..	..	..	106 (1)	618 (7)	..	..	..	10 (1)	2,770 (1)
(g) Insulated Wires and Cable; ..	..	..	1,655 (1)	455 (8)	..	..	..	121 (1)	..
(h) General and Jobbing Engineering	22 (2)	..	142 (1)	513 (17)	..	..	..	918 (20)	..
(i) Others ..	..	..	..	807 (27)	..	298 (1)	..	158 (5)	411 (2)
Total ..	47 (3)	..	2,023 (4)	8,978 (108)	..	298 (1)	1,568 (2)	3,513 (13)	5,867 (14)
38 Transport Equipment—									
381. Ship Building—									
(a) Ship Building and Repairing	4,098 (2)	..	591 (3)	11,023 (17)	..	333 (2)	..	988 (4)	..
(b) Marine Engine Building and Repairing	426 (3)	96 (1)	..	298 (5)	..	250 (1)	..	..	..

392. Manufacture and Repair of Rail- Road Equipment—									
(a) Railway Workshops	3,616 (2)	3,143 (7)	13,326 (9)	30,351 (10)	..	..	351 (5)	19,388 (4)	2,113 (2)
(b) Tannway Workshops	..	..	..	1,008 (4)	..	..	..	..	..
393. Manufacture of Motor Vehicles	..	..	..	4,113 (5)	..	..	..	1,103 (2)	..
394. Repair of Motor Vehicles and Cycles—									
(a) Motor Vehicles	7,770 (108)	693 (25)	1,524 (79)	14,261 (211)	252 (2)	1,726 (14)	1,254 (35)	13,813 (213)	3,231 (36)
(b) Cycles	15 (1)	..	..	13 (1)	..	..	130 (5)	..	13 (1)
395. Manufacture of Bicycles	..	..	84 (1)	1,554 (3)	..	..	..	615 (2)	..
396. Aircraft—									
(a) Manufacture of Aeroplanes, Aircraft Parts and Assemblies	691 (2)	..	..	1,790 (3)	..	..	..	..	11,376 (1)
(b) Repair of Aeroplanes	..	..	9 (1)	39 (1)	..	..	..	71 (2)	..
399. Manufacture of Transport Equip- ment not elsewhere Classified—									
(a) Coach Building	10 (1)	..	..	1,332 (12)	..	..	..	2,169 (3)	..
(b) Others	..	..	..	412 (7)	..	..	..	328 (3)	152 (1)
Total	19,596 (119)	4,232 (33)	16,547 (93)	60,734 (310)	252 (2)	2,329 (47)	2,251 (76)	39,005 (203)	16,888 (41)

332. Manufacture and Repair of Rail- Road Equipment—	..
(a) Railway Workshops	..
(b) Tramway Workshops	..
333. Manufacture of Motor Vehicles	..
334. Repair of Motor Vehicles and Cycles	..
(a) Motor Vehicles	..
(b) Cycles	..
335. Manufacture of Bicycles	..
336. Aircraft—	..
(a) Manufacture of Aeroplanes, Aircraft Parts and Assembly	..
(b) Repair of Aeroplanes	..
339. Manufacture of Transport Equipment not elsewhere Classified	..
(a) Coach Building	..
(b) Others	..
Total	..

TABLE NO. I—contd.

1	2	3	4	5	6	7	8	9	10
39 Miscellaneous Industries—									
391. Manufacture of Professional Scientific, Measuring and Controlling Instruments	303 (5)	..	..	366 (12)	..	..	..	95 (2)	14 (1)
392. Manufacture of Photographic and Other Optical Goods—									
(a) Photographic and Optical Goods	..	..	..	610 (17)	..	..	..	11 (1)	..
(b) Cinematograph Film Making, Stripping, Sorting and Grading	..	..	..	730 (9)	..	..	..	..	..
393. Manufacture of Watches and Clocks	..	..	..	82 (3)	..	..	..	..	..
394. Repair of Watches and Clocks	..	..	..	295 (5)	..	..	..	218 (1)	..
395. Manufacture of Jewellery and Related Articles—									
(a) Jewellery	110 (8)	..	..	463 (28)	..	23 (1)	..	1,315 (60)	140 (2)
(b) Mints .. ..	..	..	..	1,599 (1)	..	50 (1)	..	..	..
396. Manufacture of Musical Instruments	..	..	..	110 (7)	..	20 (1)	..	..	..

399. Manufacturing Industries, not elsewhere Classified—

(a) Ordnance Factories ..	947 (3)	..	146 (28)	20,912 (17)	..	..	12,361 (8)	2,172 (2)	..	(2)
(b) Pen and Pencil Making ..	47 (3)	..	..	247 (6)	..	14 (1)	181 (8)	313 (5)	..	..
(c) Button Making ..	158 (5)	..	210 (7)	463 (23)	..	..	..	470 (4)	..	..
(d) Brushes ..	..	..	..	115 (12)	..	176 (4)	..	..	..	..
(e) Games and Sports ..	..	..	..	65 (3)	..	..	..	..	..	..
(f) Manufacture of Ice ..	51 (1)	..	490 (15)	172 (11)	..	..	199 (16)	51 (2)	..	..
(g) Forging Presses ..	..	..	..	..	..	..	..	..	..	..
(h) Plastic Articles ..	..	..	..	4,017 (82)	..	..	50 (1)	90 (3)	..	20 (1)
(i) Celluloid Articles ..	..	..	..	1,113 (43)	..	..	..	..	..	..
(j) Signs and Advertising Displays ..	..	..	..	21 (1)	..	..	..	..	..	14 (1)
(k) Wrapping, Packing, Filling, etc. of Articles ..	..	..	..	7,356 (27)	..	15 (1)	..	1,296 (7)	..	..
(l) Others ..	1,575 (60)	..	118 (3)	7,392 (164)	..	473 (7)	..	4,848 (89)	..	..
Total ..	3,191 (89)	..	994 (83)	46,000 (171)	..	831 (16)	13,717 (11)	10,915 (185)	188 (7)	..
51 Electricity, Gas and Steam—										
511. Electric Light and Power ..	2,439 (23)	238 (8)	3,039 (111)	5,854 (133)	80 (2)	29 (1)	2,290 (55)	1,754 (13)	1,048 (4)	..
512. Gas Manufacture and Distribution ..	60 (1)	..	75 (2)	1,359 (7)	..	..	38 (1)	169 (3)	57 (2)	..
Total ..	2,499 (24)	238 (8)	4,014 (113)	7,213 (140)	80 (2)	29 (1)	2,298 (56)	1,923 (16)	1,105 (6)	..

TABLE NO. I—contd.

1	11	12	13	14	15	16	17	18	19	20	21
39 Miscellaneous Industries—											
391. Manufacture of Professional Scientific, Measuring and Controlling Instruments	..	302 (13)	..	506 (11)	1,125 (16)	..	..	..	..	..	3,261 (63)
392. Manufacture of Photographic and Other Optical Goods—											
(a) Photographic and Optical Goods	..	31 (3)	..	..	208 (7)	..	150 (9)	..	..	..	1,013 (37)
(b) Cinematograph Film Making, Stripping, Sorting and Grading	83 (1)	..	..	..	..	..	813 (10)
393. Manufacture of Watches and Clocks	50 (1)	..	..	..	..	..	..	..	132 (4)
394. Repair of Watches and Clocks..	18 (1)	250 (7)	..	..	..	..	..	521 (14)
395. Manufacture of Jewellery and Related Articles—											
(a) Jewellery	37 (3)	280 (7)	..	16 (1)	..	..	..	2,302 (119)
(b) Mint	1,768 (1)	..	..	..	..	..	3,327 (3)
396. Manufacture of Musical Instruments	..	57 (2)	..	152 (2)	..	..	..	..	..	..	359 (12)

399. Manufacturing Industries, not Elsewhere Classified—											
(a) Ordnance Factories ..	136 (1)	778 (1)	17 (1)	10,217 (7)	13,598 (7)	..	485 (1)	..	..	..	61,799 (78)
(b) Pen and Pencil Making ..	..	26 (2)	..	53 (3)	273 (5)	..	211 (3)	..	..	..	1,395 (36)
(c) Button Making ..	..	257 (15)	..	18 (1)	..	..	..	..	..	..	1,606 (55)
(d) Brushes ..	..	9 (1)	..	150 (4)	30 (1)	..	..	..	..	..	780 (22)
(e) Games and Sports ..	..	435 (10)	..	146 (5)	45 (1)	..	67 (2)	..	..	..	758 (21)
(f) Manufacture of Ice ..	95 (5)	472 (13)	255 (11)	1,130 (52)	380 (7)	..	201 (14)	..	..	..	3,512 (211)
(g) Forging Presses ..	..	9 (1)	..	..	..	..	..	..	..	..	9 (1)
(h) Plastic Articles ..	..	81 (6)	..	199 (2)	525 (17)	..	38 (3)	..	..	..	5,020 (115)
(i) Celluloid Articles ..	..	..	..	..	224 (2)	..	..	..	..	..	1,667 (45)
(j) Signs and Advertising Displays ..	..	..	..	..	..	..	..	..	..	..	38 (2)
(k) Wrapping, Packing, Filling, etc. of Articles ..	..	260 (5)	..	4,184 (7)	495 (10)	..	3,536 (2)	..	..	..	17,172 (60)
(l) Others ..	37 (1)	134 (3)	906 (9)	12,303 (71)	4,381 (55)	..	706 (5)	..	..	33 (2)	33,768 (482)
Total ..	268 (7)	2,911 (105)	1,228 (22)	29,482 (172)	23,671 (114)	..	5,410 (40)	..	..	33 (2)	1,39,522 (1,300)
51. Electricity, Gas and Steam—											
511. Electric Light and Power ..	462 (11)	1,125 (31)	1,807 (31)	3,453 (49)	5,006 (45)	59 (1)	736 (3)	..	..	33 (1)	30,322 (522)
512. Gas Manufacture and Distribution ..	..	15 (2)	..	180 (4)	1,352 (6)	..	157 (2)	..	..	..	3,402 (30)
Total ..	462 (11)	1,110 (33)	1,807 (31)	3,633 (53)	6,358 (51)	59 (1)	893 (5)	..	..	33 (1)	33,784 (552)

TABLE NO. I—contd.

1	2	3	4	5	6	7	8	9	10
52. Water and Sanitary Services— 521. Water Supply Stations	191 (12)	61 (6)	279 (10)	872 (32)	.. (1)	..	218 (11)	85 (4)	13 (5)
522. Sanitary Services (Pumping and Sewage)	20 (1)	..	141 (6)	373 (13)	..	..	..	321 (16)	..
Total	211 (13)	61 (6)	420 (10)	1,245 (46)	.. (1)	..	218 (11)	406 (20)	13 (5)
83. Recreation Services— 831. Cinema Studios	..	..	..	2,475 (20)	..	..	..	1,641 (18)	40 (2)
Total	..	..	..	2,475 (20)	..	..	..	1,641 (18)	40 (2)
84. Personal Services— 842. Restaurants, Cafes etc.	5,991 (308)	..	131 (6)	..	..	..	..	3,409 (86)	20 (1)
844. (a) Laundries and Laundry Ser- vices	58 (3)	..	20 (1)	831 (14)	..	..	..	210 (7)	12 (1)
(b) Job Dyeing, Dry cleaning etc.	48 (3)	..	46 (3)	39 (3)	..	123 (2)	..	686 (34)	68 (5)
(c) Dhobi-Ghat	..	..	..	6 (1)	..	..	..	..	..
(d) Others	..	..	..	..	..	..	..	..	..
Total	6,097 (374)	..	197 (9)	876 (18)	..	123 (2)	..	4,335 (127)	100 (7)
GRAND TOTAL	2,04,339 (3,765)	74,998 (1,037)	1,70,840 (4,359)	10,51,878 (40,115)	5,176 (40)	1,65,196 (1,406)	1,68,176 (1,811)	3,07,665 (4,808)	75,105 (935)

TABLE NO. I—concl'd.

1	11	12	13	14	15	16	17	18	19	20	21
62. Water and Sanitary Services— 621. Water Supply Stations	..	138 (6)	..	992 (14)	1,176 (12)	..	227 (3)	..	..	..	4,252 (116)
622. Sanitary Services (Pumping and Sewage)	23 (1)	36 (2)	..	54 (2)	390 (7)	..	110 (2)	..	..	..	1,408 (50)
Total	23 (1)	174 (8)	..	1,046 (16)	1,566 (19)	..	337 (5)	..	..	..	5,720 (166)
83. Recreation Services— 831. Cinema Studios	..	..	..	..	280 (7)	..	..	..	..	..	4,436 (50)
Total	..	..	..	..	280 (7)	..	..	..	..	..	4,436 (50)
84. Personal Services— 842. Restaurants, Cafes etc.	..	..	..	..	..	..	..	..	..	..	9,551 (400)
844. (a) Laundries and Laundry Ser- vices	..	..	..	..	331 (5)	..	..	..	..	..	1,402 (31)
(b) Job Dyeing, Dry cleaning, etc.	20 (2)	16 (1)	..	8 (1)	402 (11)	..	244 (7)	..	..	..	1,700 (72)
(c) Dhobi-Ghat	..	..	..	..	..	..	..	..	..	..	6 (1)
(d) Others	..	..	..	..	..	..	..	..	..	..	..
Total	20 (2)	16 (1)	..	8 (1)	733 (16)	..	244 (7)	..	..	..	12,749 (504)
GRAND TOTAL	22,014 (322)	91,083 (2,165)	44,832 (386)	2,73,537 (1,942)	6,82,297 (3,193)	3,835 (6)	51,075 (757)	1,054 (13)	298 (49)	1,901 (53)	31,01,599 (37,162)

TABLE NO. II
EMPLOYMENT IN MINES, 1956

Name of Mineral 1	Average daily number of persons employed in mines in 1956					
	Under ground	Open-working		Surface		Total
	Males	Males	Females	Males	Females	
2	3	4	5	6	7	
Apatite .. ..	..	127	8	16	40	191
Asbestos	565	244	631	54	35	1,529
Barytes	229	256	303	79	54	921
Bauxite .. ..	..	638	276	149	91	1,154
Beryl	567	542	..	216	4	1,329
Calcite .. ..	..	70	9	5	6	90
Chinaclay	39	1,341	1,408	1,084	617	4,489
Whiteclay	176	169	505	259	113	1,222
Clay	6	70	10	5	..	91
Chromite	227	780	547	361	322	2,237
Coal	1,91,708	24,495	11,355	90,276	34,595	3,52,429
Copper	2,489	..	..	1,389	192	4,070
Corundum .. ..	..	23	3	..	10	36
Diamond	53	527	267	52	12	911
Dolomite .. ..	..	313	261	296	263	1,133
Emerald .. ..	..	92	8	20	..	120
Felspar .. ..	..	117	27	23	34	201
Fireclay .. ..	..	720	333	161	93	1,307
Fuller's Earth ..	64	..	..	..	..	64
Galena & Sphalarite	399	..	..	515	19	933
Garnet .. ..	..	6	..	1	..	7
Gold	11,070	..	..	5,948	872	17,890
Graphite	3	177	95	63	25	363
Gravel .. ..	..	116	56	..	..	172
Gypsum	112	2,180	731	998	228	4,249

TABLE NO II—concl'd.

1	2	3	4	5	6	7
Ilmenite	1,223	..	1,195	..	2,418
Iron Ore	18,403	8,166	8,155	2,577	37,301
Iron Pyrites	7	..	4	..	11
Red Oxide of Iron	102	59	45	25	231
Kyanite	1,273	363	551	298	2,485
Laterite	31	20	2	7	60
Limestone	16,012	8,869	4,791	1,029	30,701
Magnesite	3,130	1,079	12	2	4,223
Manganese	2,037	53,233	37,192	10,367	7,119
Mica	18,861	5,970	785	6,450	1,898
Ochre	307	70	72	166	88
Quartz	186	96	9	..	291
Sault	63	..	50	18	131
Sandstone	81	..	..	..	81
Selanite	21	6	13	6	46
Silica	256	22	52	28	358
Sillimanite	69	7	64	..	140
Slate	34	402	11	5	452
Steatite	40	1,183	401	245	130
Stone	3,583	465	1,360	478	5,886
Tin Ore	3	1	1	..	5
Total (All Minerals) ..	2,29,049	1,38,241	74,436	1,35,522	51,333	6,28,581

TABLE NO. III
EMPLOYMENT IN PLANTATIONS, 1955

EMPLOYMENT IN PLANTATIONS, 1930

State	1	Number of estates	2	Total area of estates (Acres)	Average daily number of persons employed			Total 7
					Garden Labour	Outside Labour		
						Permanent	Permanent		Temporary
				3	4	5	6	
Total								
Assam	..	908	..	3,85,920	4,45,176	30,148	41,878	5,17,202
Bihar	..	8	..	3,723	2,729	432	501	3,602
Madras	..	2,218	..	81,191	72,610	4,829	14,051	91,523
Punjab	..	2,421	..	9,139	439	1,268	4,961	6,671
Uttar Pradesh	..	41	..	5,601	1,401	406	962	2,769
West Bengal	..	313	..	1,92,299	1,90,393	1,408	6,158	2,04,019
Mysore	..	9	..	4,150	4,996	8,511	1,112	14,619
Travancore-Cochin	..	236	..	84,383	75,515	5,567	2,031	83,116
Ceylon	..	1	..	449	435	..	..	435
Himachal Pradesh	..	328	..	1,828	9	..	105	114
Tripura	..	53	..	11,422	5,989	601	1,311	7,901
Total	..	6,596		7,80,106	8,05,722	53,230	73,079	9,32,031

Coffee (1955-56)—									
	1	2	3	4	5	6	7	8	9
Andhra	11	3	14	..	..	..	..	..	14
Madras	11,406	33,210	73,359	2,148	66,184	..	..	..	..
Orissa .. .. .	..	..	11	9	25	..	..	..	11
Mysore	15,380	12,665	1,02,722	3,764	1,09,133	..	..	..	..
Travancore-Cochin	495	519	3,610	41	6,824	..	..	..	..
Coorg	10,811	9,520	42,871	7,477	57,919	..	..	..	..
Total	41,189	85,024	2,22,793	13,443	2,40,159	..	..	..	..
Rubber—									
Coorg	2	16	715	6	3,344	..	..	..	..
Mysore	80	408	708	9	831	..	..	..	..
Travancore-Cochin	10,063	15,770	49,180	14,072	1,38,611	..	..	..	..
Madras	1,956	1,998	7,179	330	31,331	..	..	..	..
Total	12,101	18,252	57,812	14,417	1,74,107	..	..	..	..
Grand Total	1,06,520	1,77,255	12,12,836	34,456	11,94,372	..	..	..	..

TABLE NO. IV
NUMBER OF WORKING FACTORIES SUBMITTING RETURNS AND THE AVERAGE
DAILY EMPLOYMENT THEREIN CLASSIFIED BY THE NUMBER OF DAYS WORKED
DURING THE YEAR, 1956

State	60 days or less		More than 60 but not more than 120 days		More than 120 but not more than 180 days		More than 180 but not more than 240 days		More than 240 but not more than 300 days		More than 300 days		Total	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Andhra ..	197	7,780	372	34,814	385	25,714	379	14,733	563	39,418	787	44,411	2,683	1,66,876
Assam ..	0	80	14	227	40	2,281	395	37,052	152	9,203	313	22,396	923	71,248
Bihar ..	49	2,495	125	2,062	341	24,924	268	6,422	2,559	54,266	883	85,303	4,225	1,75,472
Bombay ..	714	30,768	895	50,827	517	28,307	452	32,161	1,676	2,61,884	3,979	5,91,214	8,233	9,98,951
Madhya Pradesh ..	34	2,532	36	1,704	62	3,130	46	1,962	201	31,163	262	57,297	641	97,848
Madras ..	104	2,407	255	5,280	258	8,977	323	11,939	1,152	84,698	2,354	1,86,409	4,446	2,99,719

Orissa ..	5	171	21	566	14	532	33	1,031	100	5,198	101	14,078	274	21,556
Punjab ..	41	1,015	94	3,843	115	4,395	120	4,249	373	19,875	1,986	49,468	1,829	82,945
Uttar Pradesh ..	61	2,093	80	6,979	124	6,057	123	12,321	566	14,0598	809	99,615	1,763	2,57,663
West Bengal ..	20	1,154	49	1,661	161	8,459	311	33,179	1,431	3,17,114	829	2,91,705	2,801	6,33,272
Delhi ..	4	94	6	202	14	308	28	656	170	14,690	404	31,609	626	47,559
Total ..	1,238	50,604	1,947	1,08,234	2,031	1,13,174	2,478	1,55,705	8,943	9,78,107	11,867	11,76,485	28,444	28,82,399

A=Number of factories submitting returns.

B=Average number of workers employed.

TABLE NO. V
IMPORTANT INDUSTRIAL DISPUTES DURING OCTOBER, 1956 TO DECEMBER, 1957

Sl. No.	Industry	Name of the concern and locality	Matter in dispute	Date when stoppage		Maximum No. of workers affected		Mandays lost	Result
				Began	Ended	Directly	Indirectly		
1		3	1	5	6	7	8	9	10
	<i>Andaman & Nicobar Islands</i>								
1	Others (Agriculture & Allied Activities).	Messrs P. C. Roy & Co. (India) Private Ltd., Mayabunder, North Andamans.	Non-payment of wages from June to September 1957.	24-10-57	10-11-57	1,190	..	17,850	Indefinite.
	<i>Andhra</i>								
2	Others (Mining & Quarrying).	Quarry Workers of Vijayawada.	Demand for increase in wages.	30-7-57	15-9-57	1,000	..	11,000	Partially successful.
3	Engineering	M/s D. C. Dhinan & Bros., Wagon Building Contractors, Visakhapatnam.	Protest against the retrenchment of about 300 workers.	3-6-57	17-8-57	600	270	55,680	Successful.
	<i>Assam</i>								
4	Plantations	Sonthalia T. E. Dist. Cachar.	Demand for full payment of prosperity bonus, regular payment and other grievances.	29-1-57	19-7-57	375	..	26,625	Partially successful.
	<i>Do.</i>								
5		Bornah Jan Tea Estate, Imphal.	Lock-out following riotous assaults which resulted in manager's death.	24-6-57	22-7-57	128	683	19,488	Indefinite.
6	Others (Transport, Storage and Communication).	Post & Telegraphs, Assam Circle.	Demand for payment of Assam Compensatory Allowance.	12-2-57	17-2-57	6,000	..	30,000	Unsuccessful.

No.	Industry	Location	Details of Strike	Date of Strike	Duration	Number of Workers	Amount Paid	Result
7	Coal Mines	Lakurka Colliery	Following hunger strike by one worker all the workers struck work.	1-2-57	20-3-57	221	19,509	Unsuccessful.
8	Do.	Sendra Bamsjora Colliery	Nine demands including payment of overtime wages for the sundry work to Pump Khalsia etc.	17-1-57	5-7-57	129	57,732	Partially successful.
9	Do.	Bokaro Colliery	Protest against non-payment of arrears wages and demanding introduction of 3rd shift etc.	28-5-57	8-6-57	3,033	58,377	Successful.
10	Do.	Noonudi Jetpur Colliery, P. O. Bhaga.	Non-payment of D.A. on lead and lift, wages etc.	29-7-57	13-8-57	1,200	16,800	Do.
11	Others (Mining and Quarrying).	S.V.P.C. Lime Stone Quarries, Baulia.	Over the retrenchment of 40 workers.	16-4-57	16-7-57	1,600	1,26,100	Indefinite.
12	Do.	13 Stone Quarries, Pakur, S. P. District.	Protest against delayed payment of wages.	19-6-57	27-6-57	10,000	70,000	Successful.
13	Jute Mills	Rameshwar Jute Mills Ltd., Muktapur.	Lock-out following strike over increase of wages.	6-2-57	5-4-57	1,600	80,000	Do.
14	Paper Mills	Paper Factory R.I. Ltd., Dalmaingar.	Lock-out following a strike over non-payment of Bonus for 1954-55 and 1955-56.	3-9-57	3-10-57	2,091	51,444	Do.
15	Cement	Cement Factory, Rohas Industries Ltd., Dalmaingar.	Do.	3-9-57	3-10-57	599	15,574	Do.
16	Engineering	TELCO Ltd., Jamshedpur	Transfer of 3 employees of Auto Division from one section to another.	5-8-57	11-8-57	7,000	12,000	Indefinite.
17	Iron and Steel	Tatanagar Foundry Ltd., Jamshedpur.	Reinstatement of a worker	13-9-57	12-10-57	2,000	67,000	Successful.
18	Electricity, Gas, Water & Sanitary Services.	Bihar State Electric Supply Undertakings.	Conversion of master roll workmen to work charged establishment.	6-3-57	28-3-57	1,500	33,060	Do.

TABLE NO. V—contd.

1	2	3	4	5	6	7	8	9	10
	<i>Bihar—contd.</i>								
19	Electricity, Gas, Water and Sanitary Services, ..	Patna Municipal Corporation.	Demand for revision of pay, gratuity etc.,	11-3-57	17-3-57	2,500	..	15,000	Successful.
20	Miscellaneous ..	Non-productive Units of R.L. Ltd., Dalmianagar (S).	Lock-out following a strike over non-payment of bonuses for 1954-55 and 1955-56.	3-9-57	3-10-57	1,620	..	12,120	Do.
	<i>Bombay</i>								
21	Others (Mining & Quarrying).	The Mineral Syndicate Private Ltd., Shrirampur.	Demand for timely payment of wages.	20-5-57	30-6-57	650	..	23,310	Unsuccessful.
22	Bidi Industry ..	Chhotabhai Jethabhai Bidi Factory, Amgaon.	Lock-out following refusal by workers to sort the leaves and demand for supply of tobacco after 10 in the morning.	25-8-57	30-9-57	800	..	63,000	Do.
23	Cotton Mills ..	Sassoon Spinning and Weaving Co. Ltd.	Demand for dismissal of the Weaving Master for alleged assault on a weaver and protest against management's order regarding cleaning the ring frames before the commencement of work in the night shift.	7-12-55	29-10-56	3,833	..	72,173	Do.
24	Do.	Momaji Gokuldas Spinning & Weaving Co. Ltd., Bombay.	Demand for reinstatement of 103 retrenched workers.	3-1-57	7-1-57	233	5,335	22,148	Do.
25	Do.	Tata Mills Ltd., Bombay ..	Lock-out followed by strike demanding cancellation of the transfer orders of 2 doffer boys.	2-4-57	6-1-57	50	5,575	15,129	Do.
26	Do.	Swadeshi Mills Co., Bombay	Demand for removal of the presence of poisonous gas within the premises of the mills.	5-4-57	15-1-57	5,100	..	28,035	Indefinite.

27	Do.	Swadeshi Mill Co. Ltd., Bombay.	Do.	22-4-57	6-5-57	5,100	..	35,565	Unsuccessful.
28	Do.	The Central India Spg., Weaving & Manufacturing Co. Ltd., "The Empress Mills" No. 5, Nagpur.	Demand for no reduction in the gang of doffer boys.	18-6-57	21-6-57	5,571	..	15,500	Do.
29	Do.	Pulgaon Cotton Mills Ltd., Pulgaon.	Protest against the re- trenchment of doffer boys.	22-6-57	23-7-57	2,273	..	61,344	Do.
30	Do.	Osmansahi Mills, Nanded	Protest against the cut in D.A.	29-6-57	30-7-57	3,591	..	52,382	Do.
31	Do.	Pulgaon Cotton Mills, Pulgaon.	Lock out followed by go- slow tactics adopted by doffer boys.	3-8-57	3-9-57	2,272	..	61,344	Do.
32	Do.	Dharamji Mills Pvt. Ltd., Bombay.	Retention of the retrenched doffer boys.	20-10-57	4-11-57	2,519	..	15,291	Do.
33	Engineering	Indian Tool Manufacturers Ltd., Bombay.	Demand of immediate re- instatement of suspended workers.	19-3-57	21-4-57	500	..	15,350	Do.
34	Do.	Matchwel (Indr.) Ltd., Wadgaon, Poon.	Demand for pay scales, leave facilities, bonus, gratuity etc.	13-10-56	8-12-56	117	..	20,012	Do.
35	Iron & Steel	Krishna Steel Industries Private Ltd., Bombay.	Lock-out followed by go slow tactics adopted by workers consequent on re- duction in production bonus.	25-2-57	21-4-57	943	..	47,150	Do.
36	Electricity, Gas, Water & Sanitary Services.	Fourteen Municipal Depar- tments of the Bombay Municipality (S).	Reinstatement of all vic- timised workmen, recogni- tion of the union etc.	18-9-57	19-9-57	13,101	..	23,881	Partially Successful.
37	Do.	Nagpur Corporation, Nagpur (S).	Payment of dearness allow- ance at increased rates.	7-12-57	17-12-57	2,000	..	22,000	Unsuccessful.
38	Docks & Ports	Bombay Association.	Demand for payment of wages for 6/57 on 5-7-57 instead of 10-7-57.	5-7-57	12-7-57	3,065	..	21,150	Do.

TABLE NO. V—contd.

1	2	3	4	5	6	7	8	9	10
39	Plantations ..	Eighty seven Estates ..	Protest against the management's attitude towards bonus issue.	31-1-57	31-1-57	30,007	..	30,183	Indefinite.
40	Do.	Nineteen Estates ..	Demand for bonus for 1955-56.	31-1-57	31-1-57	28,076	..	28,076	Do.
41	Do.	Kothamalai Estate, Fair Field.	Demand for the supply of suitable quality of cumbles.	7-6-57	20-7-57	608	..	30,011	Partially successful.
42	Cotton Mills ..	Alagappa Textiles Ltd., Alagappanagar.	Demand for bonus, housing facilities etc.	3-6-57	11-6-57	2,771	..	22,103	Successful.
43	Do.	Vijaya Mohini Mills Ltd., Poosajapura Trivandrum.	Increase in bonus percentage	20-8-57	23-10-57	510	..	25,000	Do.
44	Do.	Alagappa Textiles Ltd., Alagappanagar.	Against lay off	10-10-57	23-10-57	2,212	388	27,500	Do.
45	Do.	Parvathi Mills, Quilon ..	Implementation of the award.	8-11-57	21-12-57	900	..	33,300	Partially successful.
46	Heavy Chemicals ..	F.A.C.T. Ltd., Alwaye ..	Demand for increased wages	18-2-57	12-4-57	1,120	280	40,001	Indefinite.
47	Others (Manufacturing) ..	Pierce Leslie and Co., Kundara (S).	Increase in wages ..	11-6-57	5-7-57	879	..	10,338	Successful.
48	Do.	Eight Cashew Factories ..	Demand for bonus ..	20-8-57	4-9-57	3,127	..	30,843	Do.
49	Do.	Seven Cashew Factories ..	Do.	27-8-57	4-9-57	2,652	..	20,110	Do.
50	Do.	Twenty one Cashew Factories.	Do.	27-8-57	4-9-57	14,300	..	1,14,818	Do.
51	Do.	Twelve Cashew Factories..	Do.	28-8-57	4-9-57	5,728	..	40,000	Do.
52	Do.	Twenty Five Cashew Factories.	Do.	28-8-57	4-9-57	18,016	..	1,26,217	Do.

TABLE NO. V—*contd.*

1	2	3	4	5	6	7	8	9	10
	<i>Madras—contd.</i>								
64	Cotton Mills ..	Kothari Textiles Ltd., Singanallur.	Strike followed by a lock-out as a protest against the suspension of 2 roving dozens.	29-1-57	29-5-57	1,403	..	25,344	Unsuccessful.
65	Do.	Edward Textiles Ltd., Madras.	Protest against the work- load in the weaving department.	11-6-57	13-7-57	2,923	..	63,840	Indefinite.
66	Do.	Madura Mills Co. Ltd., Tuticorin.	Opposition to work as per the new workload as per the special Industrial Tribunal's award.	17-6-57	1-8-57	2,657	975	1,21,259	Do.
67	Do.	Madura Mills Co. Ltd., Madurai.	Do.	19-6-57	23-6-57	8,400	..	29,000	Indefinite.
68	Do.	Madura Mills Co. Ltd., Madurai.	Lock-out over the dispute of work-load.	24-6-57	13-7-57	8,499	..	1,51,700	Partially successful.
69	Do.	Madura Mills Co. Ltd., Tuticorin.	Increased wages and rota- tion of work.	23-9-57	8-10-57	234	2,979	25,764	Indefinite.
70	<i>Mysore</i> Others (Mines) ..	The Kolar Gold Mining Undertakings (Champion Reef Mine).	Demand for bonus for the year 1953-54 according to the award of the Central Government Industrial Tribunal, Madras.	4-1-57	9-1-57	5,399	..	20,201	Unsuccessful.
71	Do.	K. G. F. Mining Undertak- ings, Malikuppam.	Do.	1-1-57	9-1-57	5,674	..	22,666	Do.
72	Cotton Mills ..	Chandra Spinning and Weaving Mills, Bangalore.	In pursuance of demands like minimum wages, leave, dearness allowance, etc.	10 12-56	31-1-57	600	..	26,400	Indefinite.

73	Do.	T.P. Mills, Bangalore	Do.	10-12-56	20-10-57	180	..	50,250	Unsuccessful.
74	Engineering	Myson Kirokar Ltd., Mithar.	Demand for bonus for the years 1955 and 1956, amendments to Gratuity Rules, etc.	12-11-56	12-1-57	1,504	..	69,112	Indefinite.
75	Services	K.H. Shama Rao & Sons, Dress Manufacturing Co., Bangalore.	In pursuance of certain demands relating to the fixation of <i>scales of pay</i> , Provident Fund, Bonuses etc. and protest against the alleged acts of ag- gression on the part of the management.	27-11-56	20-5-57	1,970	..	1,57,290	Successful.
76	Coal	Hindir Rampur Colliery, Orissa.	Disturbed situation conse- quent upon riotous con- duct of workers which resulted in Manager's death.	17-6-57	31-10-57	1,800	..	2,14,260	Partially successful.
77	Others (Mining and Quarry- ing).	Orissa Cement Ltd., Rajgangpur.	Demand for special quarry allowance, benefits which accrue to factory workers <i>should automatically ac- crue to them</i> , full wages for the period 22nd April, 1957 and recognition of the Union of the employees in the quarry.	23-4-57	12-6-57	2,394	..	35,868	Indefinite.
78	Cement	Orissa Cement Ltd., Rajgangpur, Sundargarh.	Demand for enhancement of wages and reinstatement of workers.	31-12-56	6-1-57	2,210	..	15,473	Do.
79	Sugar Mills	Dhampur Sugar Mills Ltd., Dhampur.	Bonus	1-2-57	18-2-57	1,170	42	17,664	Unsuccessful.

TABLE NO. V—contd.

1	2	3	4	5	6	7	8	9	10
	<i>Uttar Pradesh—contd.</i>								
80	Cotton Mills ..	Modi Spinning and Weaving Mills, Modinagar.	No dismissal and full wages for lock-out period.	6-10-57	23-10-57	2,564	..	47,347	Unsuccessful.
81	Do.	Messrs. Muir Mills Co. Ltd., Kanpur.	Payment of arrears of wages	2-12-57	12-12-57	6,002	..	66,020	Do.
82	Motels ..	Western India Match Co. (Wimco), Barolli.	Non-recognition of the union.	30-10-57	10-11-57	1,280	..	17,801	Partially successful.
83	Others (Manufacturing) ..	Ordinance Enactory, Munadnagar.	Protest against retrenchment of Defence employees.	14-9-56	12-10-56	1,677	..	36,101	Unsuccessful.
84	Do.	Ordinance Factory, Delhi.	Do.	15-9-56	4-10-56	998	..	29,710	Do.
	<i>West Bengal</i>								
85	Plantations ..	Doctoria Tea Estate, Darjeeling.	Lock-out due to loss and general indiscipline.	15-11-56	13-12-56	1,300	..	32,500	Indefinite.
86	Do.	Moondokoto Tea Estate, Darjeeling.	Lock-out on account of alleged loss due to indiscipline in the garden.	16-12-56	10-1-57	1,300	..	41,600	Do.
87	Do.	Upper Baga Tea Estate, Darjeeling.	The garden has been closed down due to indiscipline in the garden.	17-12-56	7-2-57	100	..	18,000	Do.
88	Do.	Dalimgkoto Tea Estate, P.O. Mal, Jalpaiguri.	Lock-out due to assault on the manager and the factory Babu.	18-6-57	5-8-57	925	..	34,850	Unsuccessful.
89	Do.	Dalimgpara Tea Estate, P.O. Dalimgpara, Jalpaiguri.	Bonus for 1955 ..	20-7-57	7-8-57	2,160	..	19,350	Do.

Sl. No.	Locality	Particulars	Date	No. of persons	Amount	Remarks
90	Do.	Morianbati Tea Estate, P.O. Simulbati, Darjeeling.	20-7-57	360	20,360	Indefinite.
91	Do.	Rajabhat Tea Estate, P.O. Gungnam, Jalpaiguri.	20-8-57	460	21,600	Partially successful.
92	Do.	Dum Dum Tea Estate, P.O. Birpara, Jalpaiguri.	12-9-57	1,300	27,300	Do.
93	Do.	West Jammia	17-9-56	1,300	35,100	Unsuccessful.
94	Do.	Chinakuri (3 Pits)	17-9-56	661	17,928	Do.
95	Do.	Bhakhila Sard Lane	17-9-56	650	17,550	Do.
96	Do.	Seebpuri Colliery	17-9-56	839	22,053	Do.
97	Do.	Dejuli Colliery	17-9-56	2,230	60,210	Do.
98	Do.	Dhomo Main	17-9-56	2,300	62,100	Do.
99	Do.	Banksamalia Colliery	17-9-56	1,224	33,018	Do.
100	Do.	Sodepur 9 and 10 Pits	17-9-56	1,016	28,212	Do.
101	Do.	Sitalpur Colliery	17-9-56	3,033	81,891	Do.
102	Do.	Methani Colliery	17-9-56	2,000	70,200	Do.
103	Do.	Chinakuri (1 & 2 Pits)	17-9-56	1,230	33,210	Do.
104	Do.	Baramonia Colliery (3 and 4 Pits).	17-9-56	776	20,052	Do.
105	Do.	Victoria Colliery	17-9-56	1,016	28,212	Do.
106	Do.	Akhalpur	17-9-56	1,177	31,779	Do.
107	Do.	Banksamalia 7 & 8 Pits	18-9-56	2,081	54,181	Do.
108	Do.	Ranipur Colliery	20-3-57	1,600	28,800	Indefinite.

TABLE NO. V—contd.

	2	3	4	5	6	7	8	9	10
1									
	West Bengal—contd.								
109	Cotton Mills ..	Damber Cotton Mills, Gaudin, 24-Parganas.	Demand for Puja bonus ..	8-10-56	19-11-56	4,500	..	1,62,000	Indefinite.
110	Jute Mills ..	Clive Jute Mills, Gaudin Reach, Calcutta.	Lock-out following assault on the manager by a party of workers.	7-7-56	15-10-56	2,300	..	1,95,500	Do.
111	Do.	Waverly Jute Mill, Shunningar, 24-Parganas.	The weavers refused to operate two looms and spinners refused to look after two spinning frames and they struck work on protest.	9-10-56	20-12-56	2,500	..	1,67,500	Do.
112	Do.	Alexandra Jute Mill, Jagatdal, 24-Parganas.	Lock-out following strike as a protest against opening two looms.	15-10-56	13-12-56	2,500	..	1,27,600	Unsuccessful.
113	Do.	Moguna Jute Mill, Jagatdal, 24-Parganas.	Lock-out following a strike. The weavers refused to operate two looms and spinners refused to look after two frames.	17-10-56	13-12-56	5,000	..	2,45,000	Do.
114	Do.	Titagarh Jute Mill No. 1, Titagarh, 24-Parganas.	Lock-out following disturbances in the factory due to charge-alleviating some workers who refused to work in the other Section.	17-4-57	8-5-57	3,000	..	51,000	Indefinite.
115	Do.	Khanikon Jute Mill, Titagarh, 24-Parganas.	Lock-out following refusal by the secret feeders of the Spinning Department to attend taping frames instead of 2 as hitherto.	8-5-57	23-5-57	5,000	..	65,000	Do.
116	Do.	Reliance Jute Mill, Jagatdal, 24-Parganas.	Refusal of the workers to accept work as per allotment of work.	29-7-57	23-8-57	3,900	..	80,700	Partially successful.
117	Do.	Nalhati Jute Mills, Nalhati, 24-Parganas.	Do.	5-8-57	17-8-57	2,300	..	37,600	Do.
118	Do.	Hogghly Jute Mills, Garden Reach, Khidirpur, Calcutta.	Refusal to accept billets for work.	2-9-57	21-9-57	2,700	..	48,000	Unsuccessful.
119	Do.	Dalkhousie Jute Mills Ltd., Bishyabati, Hooghly.	Introduction of revised work-load.	10-12-57	20-12-57	3,000	..	15,000	Partially successful.

	Do.	Northbrook Jute Mills Ltd., P.O. Daidyabadi, Hooghly.	Do.	16-12-57	20-12-57	3,000	..	15,000	Do.
120									
121	Cair Factory	..	..	1-7-57	27-8-57	500	..	25,000	Indefinite.
122	Engineering	..	..	26-9-56	11-2-57	200	..	23,600	Do.
123	Do.	Belur, Howrah.	Lock-out for alleged stay-in-strike beyond factory hours and confinement of management's representative.	28-9-56	31-10-56	600	..	16,800	Successful.
124	Do.	National Insulated Cables Co., Shammagar, 24 Parganas.	Increased wages	12-6-57	5-8-57	750	..	35,250	Partially successful.
125	Do.	J. Stone, 3, Hido Road, Khidirpur, Calcutta.	Suspension of 7 workers	10-10-57	29-12-57	600	..	38,400	Unsuccessful.
126	Iron and Steel	..	Increase in wages	9-12-57	13-12-57	10,000	..	50,000	Successful.
127	Others (Manufacturing)	..	Protest against charge-sheeting some workers who opposed the installation of a few upto date looms. Alleged indiscipline of workers.	7-7-58	6-10-56	800	..	62,400	Indefinite.
128	Do.	38 Rice Mills of Tollygunj and Behala.	Slowing down of production and for reason of safety.	3-6-57	22-6-57	2,000	..	36,000	Do.
129	Do.	Kedar Rubber Works, Narikeldanga Main Road, Calcutta.	Slowing down of production and for reason of safety.	7-10-57	24-11-57	410	..	18,480	Do.
130	Construction	..	Bonus for 1956-57 equivalent to 3 months wages and one and half days' holiday in a week with pay.	15-11-57	8-12-57	900	..	18,000	Partially successful.
131	Banking & Insurance	..	Demand for compensatory allowance.	18-9-57	19-10-57	7,330	..	1,53,270	Unsuccessful.
132	Others (Transport Storage & Communication).	..	Demand for puja bonus and transfer of traffic staff.	2-10-59	6-10-56	6,000	..	24,000	Indefinite.
133	Do.	Rajbhagan Dockyard, Garden Reach, Calcutta.	Lock-out following stay-in-strike demanding wage for half holiday on the following day.	27-3-57	17-1-57	4,000	..	72,000	Unsuccessful.
134	Miscellaneous	..	Strike over certain economic demands.	31-12-56	6-3-57	400	..	22,400	Indefinite.

CONSUMER PRICE INDEX NUMBERS
I—WORKING CLASS CONSUMER PRICE INDEX NUMBERS (STATE SERIES)
(Base: August, 1939=100)

	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948
Ahmedabad†	107	108	119	156	282	290	272	286	300	333
Bombay City†	103	107	118	150	219	220	224	240	265	288
Calcutta*	108 (a)	106	115	144	289	279	284	275	309	339
Kanpur*	105	111	123	181	306	314	308	328	378	471
Madras City**	106	109	114	136	180	207	228	240	277	315
Nagpur*	104	110	119	165	299	267	259	285	320	372

Source—State Governments.

(a) Average of last three months
†Original base—Year ending July 1927=100
‡Original base—Year ending June, 1934=100

*Original base—August, 1939=100
**Original base—Year ending June 1936=100

I—WORKING CLASS CONSUMER PRICE INDEX NUMBERS (STATE SERIES)—contd.

	1949	1950	1951	1952	1953	1954	1955	1956	1957
Ahmedabad† ..	339	351	357	355	377	334	297	335	355
Bombay City† ..	292	298	314	321	346	312	322	330	351
Calcutta* ..	348	349	370	351	349	327	322	347	301@
Kanpur* ..	478	434	451	441	453	408	371	424	418
Madras City** ..	330	332	341	337	358	348	328	365	382
Nagpur* ..	377	372	301	380	387	373	304	308	422

@ Old series the new series on base 1944=100 linked to

II—FOOD INDEX NUMBERS (STATE SERIES)

(Base: August, 1939=100)

	1939	1940	1941	1942	1943	1944	1945	1946	1947
Ahmedabad†	109	111	120	109	325	326	303	337	360
Bombay City‡	105	112	125	161	225	235	242	283	307
Calcutta*	100(α)	109	120	156	302	338	335	300	428
Kanpur*	108	112	122	191	319	331	326	364	424
Madras City@	100	114	117	151	318	257	274	293	324
Nagpur*	103	106	117	163	299	263	251	282	320

Source—State Governments

(α) Average of last three months.

†Original base—Year ending July, 1937=100

‡Original base—Year ending June, 1934=100

*Original base—August, 1930=100

@Original base—Year ending June, 1936=100

II—FOOD INDEX NUMBERS (STATE SERIES)—concl'd.

	1948	1949	1950	1951	1952	1953	1954	1955	1956	1957
Ahmedabad†	374	392	420	414	454	378	316	381	412
Bombay City†	311	327	340	360	405	392	359	381	402
Calcutta*	451	474	485	474	481	439	422	456	490**
Kanpur*	514	538	471	472	492	410	366	437	467
Madras City (a)	369	382	380	377	424	408	366	419	433
Nagpur*	379	384	382	382	397	381	367	411	438

**Old series linked to the new series on base 1944=100

III.—LABOUR BUREAU WORKING CLASS CONSUMER PRICE INDEX NUMBERS (ALL ITEMS)

(Base: January to December, 1914=100)

	Food	Household furniture	Household equipment	Personal clothing	Personal care	Books, stationery	Medical supplies	Transportation	Communication	Recreation	Education	Health	Insurance	Other	Un- classified	Index
1912—Average	101	110	100	97	90	103	102	101	90	92	94	105	98	95	97	97
1913—Average	103	114	103	122	131	132	100	111	86	96	83	119	107	101	100	100
1914—Average	122	122	123	139	158	153	117	120	97	110	93	142	139	123	111	111
1915—Average	142	161	136	153	171	166	134	145	117	132	109	168	156	140	132	132
1916—Average	132	161	138	159	170	171	147	154	128	138	110	164	168	151	137	137
1917—Average	132	163	145	182	185	183	163	162	126	146	114	165	162	163	137	137

1051—Average	142	173	180	134	107	188	181	190	141	159	124	107	105	103	136	..	123	..	..
1052—Average	143	174	155	175	188	172	100	156	142	141	128	151	156	150	133	..	110	101	99%
1053—Average	140	168	154	166	173	165	157	156	130	131	119	117	161	151	139	..	120	97	90
1054—Average	138	147	140	131	144	134	147	150	122	129	113	148	150	140	128	100	104	91	83
1055—Average	130	134	137	122	140	135	146	149	112	117	109	137	133	133	126	94	93	87	78
1056—Average	115	153	146	138	161	151	156	167	123	137	121	151	158	151	140	101	102	98	91
1057—Average	120	159	158	157	184	160	162	166	132	145	129	157	161	162	149	114	108	101	95
1058—Average	120	159	158	157	184	160	162	166	132	145	129	157	161	162	149	114	108	101	95

* Interim series for Plantation Workers in Madras and Kerala (Gudalur, Kullakamby, Valparai & Vattithir) on base January to June, 1940 = 100.

† Base—January to December, 1951 = 100.

‡ Base—January to December, 1951 = 100.

§ Average for August to December, 1952.

¶ Average of July-December, 1949.

‡ Base—August, 1951 to July, 1952 = 100.

1952—Average	..	128	170	157	180	199	157	108	150	145	114	133	150	162	145	138	..	107	98	95†	..
1953—Average	..	137	168	161	169	182	167	105	155	133	136	123	156	173	118	147	..	122	97	81	..
1954—Average	..	133	140	140	136	143	139	150	157	126	132	115	156	164	133	132	99	103	96	72	80
1955—Average	..	122	125	132	118	136	140	118	149	111	113	108	137	133	122	120	92	89	78	61	66
1956—Average	..	142	130	147	136	163	160	164	177	129	139	123	156	172	116	145	106	100	91	82	85
1957—Average	..	148	155	162	160	191	184	167	178	141	148	133	164	172	157	155	119	167	94	83	95

*Interim series for Plantation workers in Madras and Kerala (Guthrie, Kullakamby, Valpara and Valthiri) on basis Jan. to June 1919 = 100.

† Base: January to December, 1933 = 100.

@ Base : January to December, 1951 = 100.

|| Average for July to December, 1940.

‡ Average for August to December, 1952.

¶ Base: August, 1951 to July, 1952 = 100.

V—LABOUR BUREAU WORKING CLASS CONSUMER PRICE INDEX NUMBERS

(BY GROUPS)

(Base: January to December, 1944=100)

(B) Fuel and Lighting

	Delhi	Ajmer	Jaipur	Alwar	Dehra-dun	Meerut	Ch. (took)	Bet. ham-	Gan. (haci)	Sol. (clar)	Tin. (sukra)	Ludhi. (ana)	Akro. (ly)	Jabal. (pur)	Rha. (rag. pur)	Mor. (cya)	Plan. (tation cent-rost)	Imp. (pal)	Ben. (war)	Sat. (in)
1945—Average	104	110	100	94	109	107	111	105	70	65	81	105	88	94	110	..	..	..	..	..
1946—Average	107	110	105	96	120	106	109	135	65	139	53	112	89	97	97	..	..	..	..	..
1947—Average	114	151	120	104	120	114	110	162	65	136	65	156	91	110	106	..	..	..	..	..
1948—Average	172	168	154	115	120	119	124	102	67	161	57	160	204	127	116	..	..	..	..	..
1949—Average	181	165	160	128	117	131	110	155	67	159	58	157	196	113	111	..	..	..	..	..
1950—Average	168	143	171	115	164	125	111	158	61	162	61	153	159	118	109	..	..	..	..	..
1951—Average	156	159	191	113	162	118	142	214	67	165	62	141	165	133	113	..	..	..	..	..

1952—Average	160	153	171	117	152	109	133	164	107	156	58	118	209	131	103	..	98	129	..
1953—Average	157	135	170	116	140	111	134	158	114	129	59	121	191	138	104	..	87	130	..
1954—Average	147	153	172	109	134	108	144	180	91	133	57	114	175	120	101	100	96	151	163
1955—Average	135	144	169	106	123	110	141	170	92	152	60	105	170	135	118	93	114	149	100
1956—Average	140	145	170	102	137	113	142	173	92	139	57	117	186	152	153	98	118	147	103
1957—Average	110	117	172	103	153	113	140	111	91	168	57	121	184	150	148	105	139	149	101

* Base: January to December, 1953 = 100.

† This group is absent in the consumer price index numbers for Madras and Kerala Plantation Centres of Gundlur, Kullakamby, Valparai and Vaitthiri.

‡ Base: January to December, 1951 = 100.

§ Base: August, 1951 to July, 1952 = 100.

|| Average for August to December, 1952.

1960-Average	..	138	108	132	114	137	150	135	132	102	150	156	111	105	114	130	..	104	..	..
1961-Average	..	153	222	152	125	150	168	170	172	203	157	104	147	109	128	130	..	130	..	..
1962-Average	..	160	191	151	137	156	163	150	170	183	154	182	141	139	132	127	..	127	99	98||
1963-Average	..	147	184	123	110	132	136	127	159	137	136	105	128	136	130	120	..	117	89	97
1964-Average	..	155	171	124	103	123	131	122	146	128	146	159	151	131	130	114	90	112	95	92
1965-Average	..	156	155	128	91	127	138	125	127	132	141	155	165	120	125	114	99	117	97	93
1966-Average	..	169	171	136	69	147	151	124	121	122	155	172	166	135	137	121	101	121	100	103
1967-Average	..	175	191	146	107	155	156	148	130	138	165	176	168	150	132	129	101	131	106	113
1968-Average	..	175	191	146	107	155	156	148	130	138	165	176	168	150	132	129	101	131	106	113

Interim series for Plantation workers in Madras and Kerala (Gudalur, Kullakambay, Valparai, Vuthir) on basis January to June, 1949 = 100.

*Бази́с—January to December, 1953 = 100.

† Base—January to December, 1951 = 100.

MAY 1952—August, 1951 to July, 1952 = 100

Avouge for July to December, 1919.

Average for August to December, 1952.

VII.—LABOUR BUREAU WORKING CLASS CONSUMER PRICE INDEX NUMBERS
(BY GROUPS)

(Base: January to December, 1944=100)

(D) Miscellaneous

	Dall i	Minor	Jamsh-	Jamsh-	Dohri-	Mon-	Cutt-	Baiba	Gauh	Sitcheu	Tinsu	Lachhi	Akoda	Jabal-	Khar-	Mor-	Plant-	Rho-	Deav-	Satna*
			capu	capu	on	ghyr	ek	mpur	ati		kia	ana		pur	pur	rs*	ation	pal +	arg	
					Sone												Centres	†		
1945-Average	110	122	106	102	118	106	112	95	99	109	100	106	101	114	109	..	..	..	..	..
1946-Average	118	135	109	108	129	109	112	110	91	88	83	122	101	126	113	..	..	..	..	..
1947-Average	135	171	129	138	150	121	111	115	105	92	83	135	115	159	119	..	..	..	..	..
1948-Average	151	170	133	177	171	135	130	130	114	110	100	157	123	170	129	..	..	..	..	..
1949-Average	148	161	119	183	183	131	143	149	160	117	111	170	132	176	142	..	101†	..	..	..

1950-Average	..	116	161	160	180	177	113	167	150	145	108	105	185	122	160	144	..	105	..	..
1951-Average	..	154	177	167	177	189	143	165	156	140	124	112	179	136	192	112	..	124	..	..
1952-Average	..	159	182	157	168	189	134	153	155	149	115	115	156	135	183	134	..	115	97	98%
1953-Average	..	155	185	159	179	194	171	190	168	135	112	111	155	136	180	140	..	109	105	97
1954-Average	..	157	165	155	168	189	120	159	160	121	108	111	144	132	176	137	100	105	104	93
1955-Average	..	157	161	151	162	198	125	160	161	122	110	116	146	124	174	133	96	100	102	93
1956-Average	..	158	167	160	163	191	125	157	171	123	112	122	155	124	188	137	98	103	103	97
1957-Average	..	166	176	163	160	204	129	172	168	125	118	126	159	133	206	146	101	104	117	101
																				110

Historical series for plantation workers in Madras and Kerala (Gudalur, Kullakambay, Valparai & Vattithi)
on base January to June 1949 = 100.

*Base—January to December, 1953 = 100.

†B 1950—January to December, 1951 = 100.

§B 1950—August, 1951 to July, 1952 = 100.

¶Average for July to December, 1949.

%Average for August to December, 1952.

W 1951 to D 1952—1100—67.1950—G 1951

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